United Nations A/61/257

General Assembly

Distr.: General
15 August 2006

Original: English

Sixty-first session
Item 121 of the provisional agenda*
Human resources management

Composition of the Secretariat

Report of the Secretary-General

Summary

The present annual report of the Secretary-General on the composition of the Secretariat is submitted pursuant to General Assembly resolutions concerning human resources management, the most recent of which are resolutions 57/305 of 15 April 2003, 59/266 of 23 December 2004 and 60/238 of 23 December 2005.

The analysis of the workforce of the global Secretariat reflects the current trends over the period from 1 July 2005 to 30 June 2006. The report considers all staff (30,548) of the Secretariat regardless of type and length of contract. Separately analysed are the workforce characteristics of staff with an appointment of one year or more under the 100 series (11,894) and staff under the system of desirable ranges in posts subject to geographical distribution (2,634). The report also provides responses to specific requests of the General Assembly.

Pursuant to section XVIII of General Assembly resolution 59/266, in which the Assembly requested the Secretary-General to submit consolidated reports, as appropriate, addenda to the present report on the following subjects are before the Assembly: gratis personnel provided by Governments and other entities (A/61/257/Add.1), employment of retired former staff (A/61/257/Add.2) and employment of consultants and individual contractors (A/61/257/Add.3).

The Secretary-General invites the General Assembly to take note of the report.

* A/61/150.

06-46923 (E) 250906

Contents

		Paragraphs	Page
	Abbreviations		5
I.	Introduction	1–10	9
II.	Composition of the United Nations Secretariat	11–79	11
	A. Global integrated Secretariat workforce analysis	11–23	11
	B. Staff of the United Nations Secretariat and related entities in the United Nations system	24–26	21
	C. Analysis of United Nations Secretariat staff demographics	27–56	23
	D. Staff subject to the system of desirable ranges	57–79	33
III.	Responses to requests contained in resolutions of the General Assembly	80–105	43
	A. Implementation of human resources action plans	80–84	43
	B. Analysis of the level of underrepresentation	85–99	44
	C. Definition of language posts	100–105	49
IV.	Conclusions	106–108	50

List of tables

1.	Staff under contract with the United Nations Secretariat by location, category and rule series as at 30 June 2006	13
2.	Staff of the United Nations Secretariat and related entities by category and source of funds as at 30 June 2006	22
3.	Turnover indices (1 July 2005-30 June 2006)	31
4.	Replacement needs owing to retirement at the D-1/D-2 and P-5 grades	33
5.	Distribution of staff subject to geographical distribution among developing and developed countries and countries with economies in transition	38
6.	Female staff by grade in posts subject to geographical distribution and posts with special language requirements	40
7.	Staff newly appointed to posts subject to geographical distribution by gender, grade and number of nationalities represented (1 July 2005-30 June 2006)	40
8.	National competitive examination placement by entity (1 July 2005-30 June 2006)	42
9.	Level of underrepresentation of Member States in the second and third groups	48

List of figures

I.	Workforce data: staff under contract with the United Nations Secretariat as at 30 June 2006	12
II.	Staff under contract by location, category and rule series as at 30 June 2006	14
III.	Secretariat staff by category as at 30 June 2006	15
IV.	Grade distribution, Professional and higher categories, as at 30 June 2006	16

V. Grade distribution, General Service category, as at 30 June 2006 16

VI. Female staff representation in the Professional and higher categories as at 30 June 2006 19

VII. Staff distribution by type of appointment as at 30 June 2006 20

VIII. Staff of the Secretariat and related entities of the United Nations with an appointment of one year or more, as at 30 June 2006 23

IX. Number of staff by entity as at 30 June 2006 24

X. Distribution of staff by gender and age as at 30 June 2006 26

XI. Distribution of age groups in the Secretariat as at 30 June 2006 27

XII. Recruitment of staff by category and gender (1 July 2005-30 June 2006) 29

XIII. Separations by gender (1 July 2005-30 June 2006) 30

XIV. Anticipated retirements by category 32

XV. Representation of Member States 36

XVI. Proportion of female and male staff in posts subject to geographical distribution 39

XVII. Anticipated retirements by category for staff under the system of desirable ranges 43

Annexes

I. System of desirable ranges 51

II. Comprehensive statistical tables 53

A.1 All staff under contract with the United Nations Secretariat by nationality, category and gender as at 30 June 2006 53

A.2 All staff under contract with the United Nations Secretariat by department, category and gender as at 30 June 2006 60

A.3 Staff in posts subject to geographical distribution by nationality, grade and gender 63

A.4 Staff in posts subject to geographical distribution by nationality and type of appointment 70

A.5 Appointments to posts subject to geographical distribution by nationality, grade and gender between 1 July 2005 and 30 June 2006 78

A.6 Changes in staff in posts subject to geographical distribution by nationality, type of appointment and gender 84

A.7 Staff in posts with special language requirements by nationality, grade and gender 90

A.8 Desirable range and weighted distribution of staff in posts subject to geographical distribution and weighted staff position as at 30 June 2006 96

A.9 Gender distribution of staff in the United Nations Secretariat by department or office and grade as at 30 June 2006 102

A. Staff in the Professional and higher categories in posts subject to geographical distribution 102

B. Staff in the Professional category in posts with special language requirements 104

A.10 Staff at senior levels in posts subject to geographical distribution by nationality and grade 106

A.11 Methodology for deriving weighted ranges 113

Abbreviations

BONUCA	United Nations Peace-building Support Office in the Central African Republic
CNMC	Cameroon-Nigeria Mixed Commission
CTED	Counter-Terrorism Committee Executive Directorate
DDA	Department for Disarmament Affairs
DESA	Department of Economic and Social Affairs
DGACM	Department for General Assembly and Conference Management
DM	Department of Management
OUSG	Office of the Under-Secretary-General
CMP	Capital Master Plan
OCSS	Office of Central Support Services
OHRM	Office of Human Resources Management
OPPBA	Office of Programme Planning, Budget and Accounts
DPA	Department of Political Affairs
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
DSS	Department of Safety and Security
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
Ethics	Ethics Office
FMADPKO	Field missions administered by the Department of Peacekeeping Operations
FPMS	Field Personnel Management System
ICJ	International Court of Justice

ICSC	International Civil Service Commission
IMIS	Integrated Management Information System
InterOrg	Secretariat of the Joint Inspection Unit
ITC	International Trade Centre
MINURSO	United Nations Mission for the Referendum in Western Sahara
MINUSTAH	United Nations Stabilization Mission in Haiti
MONUC	United Nations Organization Mission in the Democratic Republic of the Congo
MSTAH	Mission staff temporarily assigned to Headquarters
OCHA	Office for the Coordination of Humanitarian Affairs
OHCHR	Office of the United Nations High Commissioner for Human Rights
OHRLLS	Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States
OIOS	Office of Internal Oversight Services
OLA	Office of Legal Affairs
Ombudsman	Office of the Ombudsman
OMS	Office of Mission Support
ONUB	United Nations Operation in Burundi
OPRSG	Office of the Personal Representative of the Secretary-General for Southern Lebanon
OSAA	Office of the Special Adviser on Africa
OSG	Executive Office of the Secretary-General
OSRSGCAAC	Office of the Special Representative of the Secretary-General for Children and Armed Conflict
OSRSGGLR	Office of the Special Representative of the Secretary-General for the Great Lakes Region
OSRSGWA	Office of the Special Representative of the Secretary-General for West Africa
RegCom	Regional Commissions New York Office

UNAMA	United Nations Assistance Mission in Afghanistan
UNAMI	United Nations Assistance Mission for Iraq
UNAMSIL	United Nations Assistance Mission in Sierra Leone
UNAT	United Nations Administrative Tribunal and its secretariat
UNCC	United Nations Compensation Commission
UNDOF	United Nations Disengagement Observer Force
UNCTAD	United Nations Conference on Trade and Development
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNFICYP	United Nations Peacekeeping Force in Cyprus
UNFIP	United Nations Fund for International Partnerships
UNFPA	United Nations Population Fund
UN-Habitat	United Nations Human Settlements Programme
UNHCR	Office of the United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNIFIL	United Nations Interim Force in Lebanon
UNIIIC	United Nations International Independent Investigation Commission
UNIKOM	United Nations Iraq-Kuwait Observer Mission
UNIOSIL	United Nations Integrated Office in Sierra Leone
UNITAR	United Nations Institute for Training and Research
UNJSPF	United Nations Joint Staff Pension Fund
UNLB	United Nations Logistics Base at Brindisi, Italy
UNMEE	United Nations Mission in Ethiopia and Eritrea
UNMIK	United Nations Interim Administration Mission in Kosovo
UNMIL	United Nations Mission in Liberia
UNMIS	United Nations Mission in the Sudan
UNMISET	United Nations Mission of Support in East Timor

UNMOGIP	United Nations Military Observer Group in India and Pakistan
UNMOVIC	United Nations Monitoring, Verification and Inspection Commission
UNOCHI	Office of the United Nations Humanitarian Coordinator in Iraq — Baghdad
UNOCI	United Nations Operation in Côte d'Ivoire
UNODC	United Nations Office on Drugs and Crime
UNOG	United Nations Office at Geneva
UNOGBIS	United Nations Peacebuilding Support Office in Guinea-Bissau
UNOMIG	United Nations Observer Mission in Georgia
UNON	United Nations Office at Nairobi
UNOPS	United Nations Office for Project Services
UNOSEK	Office of the Special Envoy of the Secretary-General for the future status process of Kosovo
UNOTIL	United Nations Office in Timor-Leste
UNOV	United Nations Office at Vienna
UNPOS	United Nations Political Office for Somalia
UNSCO	Office of the United Nations Special Coordinator for the Middle East Peace Process
UNRWA	United Nations Relief and Works Agency for Palestine Refugees in the Near East
UNU	United Nations University
UNTOP	United Nations Tajikistan Office of Peacebuilding
UNTSO	United Nations Truce Supervision Organization

I. Introduction

1. The present annual report of the Secretary-General on the composition of the Secretariat is submitted pursuant to General Assembly resolutions concerning human resources management, the most recent of which are resolutions 57/305 of 15 April 2003, 59/266 of 23 December 2004 and 60/238 of 23 December 2005. The present report, covering the period from 1 July 2005 to 30 June 2006, provides information on important demographic characteristics of the Secretariat and the system of desirable ranges for the geographical distribution of staff.[1]

2. The population used in previous reports was based on staff with contracts of one year or more, as recorded in the Integrated Management Information System (IMIS).[2] To present a snapshot of the global Secretariat, the population of the current report has been expanded to include all staff with valid contracts[3] as at 30 June 2006 irrespective of source of funding, type of engagement, duration of contract, level or duty station. Thus, staff included in the analysis of the present report are those at Headquarters duty stations (New York, Geneva, Vienna and Nairobi), at regional commissions (Economic Commission for Africa, Economic Commission for Europe, Economic Commission for Latin America and the Caribbean, Economic and Social Commission for Asia and the Pacific and Economic and Social Commission for Western Asia), in field locations where they are administered by the Department of Economic and Social Affairs, the Department of Political Affairs, the Department of Public Information, the Department of Peacekeeping Operations, the Office for the Coordination of Humanitarian Affairs, the Office of the United Nations High Commissioner for Human Rights, the Office of Internal Oversight Services, the United Nations Conference on Trade and Development, the United Nations Environment Programme, the United Nations Human Settlements Programme and the United Nations Office on Drugs and Crime and in field missions administered by the Department of Peacekeeping Operations.

3. For analytical purposes, the population data are reviewed in several categories: (a) the global population of the Secretariat, (b) staff with contracts of one year or more, (c) staff appointed under the 100 series of the Staff Rules with contracts of one year or more and (d) staff in posts subject to geographical distribution in the Secretariat.

4. Section II.A of the present report provides, for the first time, an analysis of the global workforce (30,548 staff) by category and grade, department or office, nationality, gender and type of appointment as at 30 June 2006.

---

[1] The present report analyses the representation of 191 Member States, although on 28 June 2006 the number of Member States increased to 192 with the admission of Montenegro, for which specific data are not available yet.

[2] Excluding staff on "when actually employed" or "one dollar a year" contracts.

[3] The authority of the Secretary-General to appoint staff derives from Article 101, paragraph 1, of the Charter of the United Nations, which states: "The staff shall be appointed by the Secretary-General under regulations established by the General Assembly." The principles governing the recruitment and employment of staff are derived from Article 101, paragraph 3, of the Charter, which reads: "The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence, and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible'."

5. Section II.B presents information relating to staff with contracts of one year or more[2] (25,543 staff) and compares staffing levels in various United Nations organizations, funds and programmes.

6. Section II.C contains an analysis of staff with appointments of one year or more[4] under the 100 series of the Staff Rules (11,894 staff). The analysis considers such characteristics as type of appointment, length of service, age, staff movements (recruitment, promotions, separation, mobility, turnover, etc.) and anticipated retirements in the coming five years (2006-2010). Demographic information as at 30 June 2006 is provided. Information on staff movements covers the period from 1 July 2005 to 30 June 2006. Data in the report are drawn from IMIS and the Field Personnel Management System (FPMS).

7. Section II.D provides information on the system of desirable ranges for the geographical distribution of staff. It includes information on the methodology used for calculating the desirable ranges and focuses on staff appointed under this system (2,634 staff). This group consists of staff appointed by the Secretary-General at the Professional and higher categories for a duration of one year or more to posts financed by the regular budget and excludes staff appointed to the secretariats of subsidiary programmes, funds and organs with special status in matters of appointment. An analysis is provided of the main characteristics of these staff and changes over time in the population. It also includes a forecast of expected staff retirements in the next five years.

8. Section III of the present report provides information on responses to specific requests of the General Assembly, i.e., in relation to the status of human resources action plans, analysis of the level of underrepresentation of Member States and the definition of language posts.

9. Pursuant to section XVIII of General Assembly resolution 59/266, in which the Assembly requested the Secretary-General to submit consolidated reports, as appropriate, the following addenda to the present report are provided to the Assembly:

(a) A/61/257/Add.1, entitled "Gratis personnel provided by Governments and others entities", provides information on the use of gratis personnel in the Secretariat, including information on their nationality, duration of service, department or office where employed and functions performed;

(b) A/61/257/Add.2, entitled "Employment of retired former staff", provides information concerning categories, types and levels of retired staff employed in the Secretariat, including type of engagement;

(c) A/61/257/Add.3, entitled "Consultants and individual contractors", provides information on the use of consultants and individual contractors in the Secretariat, their duties and factors contributing to their use.

[4] Excluding all staff on 200- and 300-series contracts, staff on 100-series contracts with appointments limited to mission service and staff in the following categories: Field Service, National Officers, language teachers and public information assistants. It also excludes staff recruited locally for mission service and staff on "when actually employed" or "one dollar a year" contracts.

The addenda contain information for the biennial period from 1 January 2004 to 31 December 2005 and refer to organizational entities in existence during those two years.

10. The list of staff of the United Nations Secretariat, published as a separate document (ST/ADM/R.61), identifies staff by organizational entity, functional title, grade, nationality and contractual status.

II. Composition of the United Nations Secretariat

A. Global integrated Secretariat workforce analysis

11. The global integrated workforce comprises all staff under contract with the Secretariat under the 100, 200 or 300 series of Staff Rules. As at 30 June 2006, the total number of such staff internationally and locally recruited in the United Nations Secretariat, including staff on appointments of less than one year, amounted to 30,548 (see table 1). This excludes 144 staff on special leave without pay and 74 staff on secondment to other organizations. Figure I illustrates the Secretariat population by location; figure II illustrates the same population by location, category and rule series.

12. Table A.1 of annex II presents the staff under contract with the United Nations Secretariat as at 30 June 2006 totalling 30,548, by nationality, gender and category. The number of staff in the Professional and higher categories is 9,355, of whom 6,032 have appointments under the 100 series of Staff Rules, 1,163 under the 200 series and 2,160 under the 300 series. Staff in the General Service and related categories number 21,193, or 69.4 per cent of the total. Staff in field missions administered by the Department of Peacekeeping Operations number 15,839, comprising 52.0 per cent of the global Secretariat workforce.

Figure I

Workforce data: staff under contract with the United Nations Secretariat as at 30 June 2006

Population[a]

√ **30,548 staff members.**

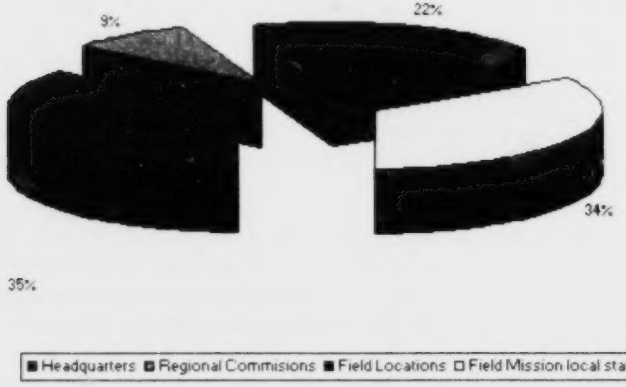
By location

√ **10,985 staff members at Headquarters.**[b]

√ **2,603 staff members at regional commissions.**[c]

√ **6,573 staff members in field locations.**[d]

√ **10,387 local staff members in field missions administered by the Department of Peacekeeping Operations.**



Source: IMIS and FPMS.

[a] Staff on all types of contract. Includes internationally and locally recruited staff, regardless of length of contract. Excludes at least 1,500 United Nations international and local staff administered by UNDP and UNOPS and staff in Tribunals (approximately 2,200). This figure also excludes staff on special leave without pay (144) and staff on secondment to other entities (74).

[b] Headquarters: Geneva, Nairobi, New York, Vienna.

[c] Regional commissions: ECA, ECE, ECLAC, ESCAP, ESCWA.

[d] Field locations: staff of DESA, DPA, DPI, OCHA, OHCHR, OIOS, UNCTAD, UNEP, UN-Habitat, and UNODC in non-Headquarters duty stations, and staff in field missions administered by DPKO (5,362 staff including 2,235 at the Professional level, 3,120 in the General Service and related categories, and 7 under the 200 series of Staff Rules).

Table 1

Staff under contract with the United Nations Secretariat by location, category and rule series as at 30 June 2006

(Population 30,548)

	Professional and higher categories				*General Service and related categories*				
	100	*200*	*300*	***Subtotal***	*100*	*200*	*300*	***Subtotal***	***Total***
Headquarters staff[a]									
Contract for less than one year	**486**	**21**	**410**	917	**213**	**0**	**322**	535	1 452
Contract for a year or more	**3 617**	**513**	**277**	4 407	**5 104**	**0**	**22**	5 126	9 533
Subtotal	4 103	534	687	5 324	5 317	0	344	5 661	10 985
Regional commissions[b]									
Contract for less than one year	**58**	**8**	**77**	143	**108**	**0**	**81**	189	332
Contract for a year or more	**672**	**113**	**34**	819	**1 451**	**0**	**1**	1 452	2 271
Subtotal	730	121	111	962	1 559	0	82	1 641	2 603
Field locations[c]									
Contract for less than one year	**96**	**51**	**416**	563	**128**	**0**	**365**	493	1 056
Contract for a year or more	**1 103**	**457**	**946**	2 506	**2 010**	**0**	**1 001**	3 011	5 517
Subtotal	1 199	508	1 362	3 069	2 138	0	1 366	3 504	6 573
Peacekeeping mission local staff									
Contract for less than one year					**99**		**1 728**	1 827	1 827
Contract for a year or more					**3 996**		**4 564**	8 560	8 560
Subtotal					4 095		6 292	10 387	10 387
Total active staff	6 032	1 163	2 160	9 355	13 109	0	8 084	21 193	30 548
Inactive staff under contract									
Staff on special leave without pay	**65**	**4**	**2**	71	**73**			73	144
Staff on secondment to other entities	**56**	**2**		58	**16**			16	74
Total inactive staff	121	6	2	129	89	0	0	89	218
Total staff under contract	6 153	1 169	2 162	9 484	13 198	0	8 084	21 282	30 766

[a] Geneva, Nairobi, New York, Vienna.

[b] ECA, ECE, ECLAC, ESCAP, ESCWA.

[c] Field locations: staff of DESA, DPA, DPI, OCHA, OHCHR, OIOS, UNCTAD, UNEP, UN-Habitat and UNODC in non-Headquarters duty stations, and staff in field missions administered by DPKO (5,362 staff including 2,235 at the Professional level, 3,120 in the General Service and related categories and 7 under the 200 series of Staff Rules).

Figure II
Staff under contract by location, category and rule series as at 30 June 2006

Population[a]

√ **30,548 staff members.**

By category and rule series

√ **Professional and higher: 9,355 staff members**

6,032 staff members in 100 series.

1,163 staff members in 200 series.

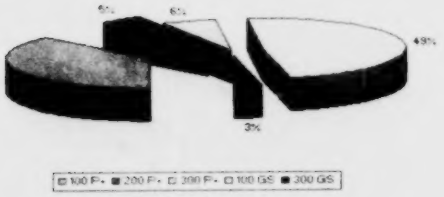
2,160 staff members in 300 series.

√ **General Service and related categories: 21,193 staff members**

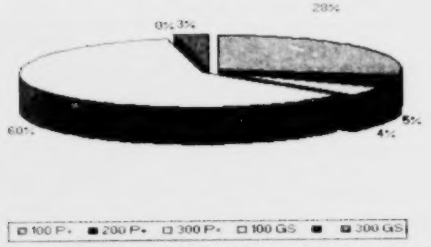
13,108 staff members in 100 series.

8,085 staff members in 300 series.

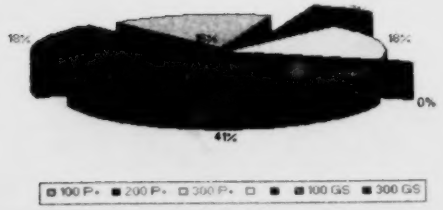
Headquarters[b]
Total population: 10,985



Regional commissions[c]
Total population: 2,603



Field locations[d]
Total population: 6,573



Field mission local staff
Total population: 10,387

Source: IMIS and FPMS.

[a] Includes all internationally and locally recruited staff, regardless of length of contract (total: 30,548). This figure excludes staff on special leave without pay (144) and staff on secondment to other entities (74).

[b] Geneva, Nairobi, New York, Vienna.

[c] ECA, ECE, ECLAC, ESCAP, ESCWA.

[d] Field locations: staff of DESA, DPA, DPI, OCHA, OHCHR, OIOS, UNCTAD, UNEP, UN-Habitat and UNODC in non-Headquarters duty stations, and staff in field missions administered by DPKO (5,362 staff including 2,235 at the Professional level, 3,120 in the General Service and related categories and 7 under the 200 series of Staff Rules).

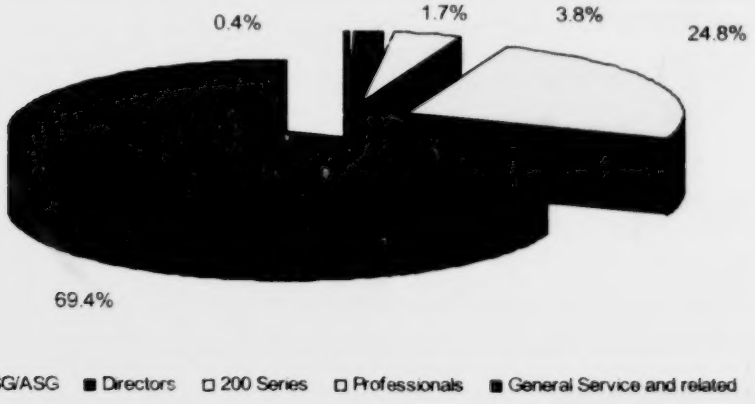
Staff by category and grade

13. The base number of staff used in the present demographic analysis is 30,548, of which 0.4 per cent are Under-Secretaries-General and Assistant Secretaries-General (110 staff), 1.7 per cent are in the Director category (509 staff), 24.8 per cent are in the Professional category (7,573 staff), 69.4 per cent are in the General Service and related categories (21,193 staff, comprising 17,562 in the General Service category, 2,745 in the Field Service category, 332 National Officers, 321 in the Security category, 170 in the Trades and Crafts category, 37 language teachers, 14 public information assistants and 12 conference typists) and 3.8 per cent are staff appointed under the 200 series (1,163 staff). Figure III shows the percentage of Secretariat staff by category, figure IV shows the number of staff by grade in the Professional and higher categories and figure V presents the number of staff by grade in the General Service category.

Figure III

Secretariat staff by category as at 30 June 2006

(Population: 30,548)

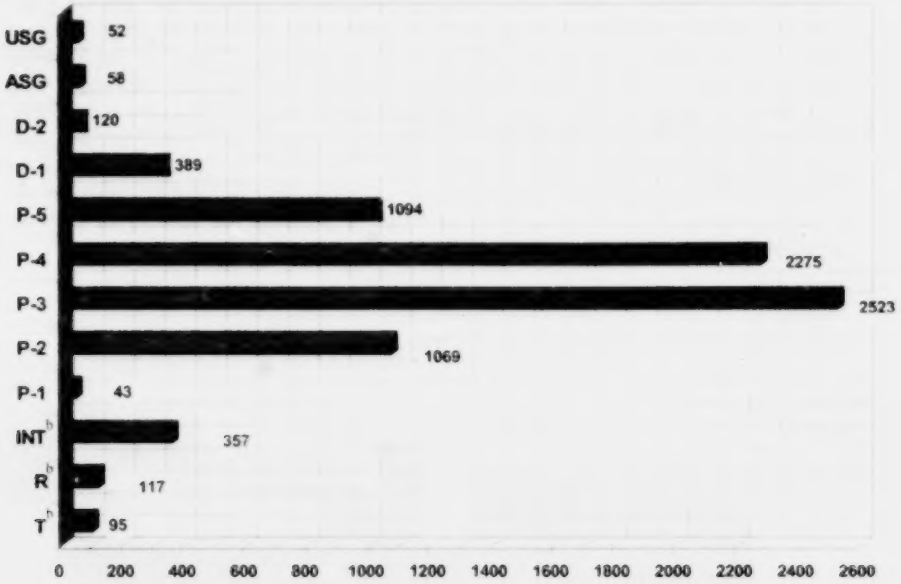


14. In the Professional category, 68.5 per cent of the staff are concentrated at the P-3 and P-4 grades. Staff at the P-1/P-2 grades comprise 15.9 per cent and at the P-5 grade 15.6 per cent. D-1 staff represent 76.4 per cent of staff in the Director category. In the General Service category, 70.5 per cent are divided among grades G-3, G-4 and G-5.

Figure IV

Grade distribution, Professional and higher categories, as at 30 June 2006[a]

(Populations 8,192 out of 30,548)



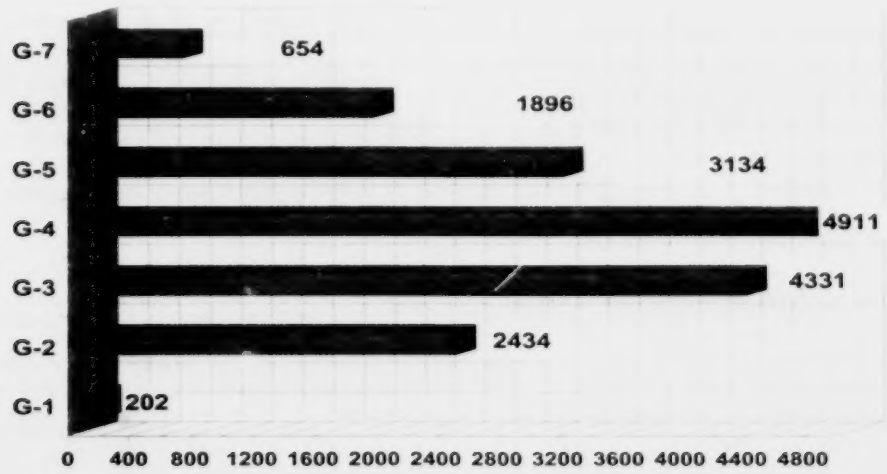
[a] Excludes 1,163 staff with appointment under the 200 series of the Staff Rules.

[b] INT: Interpreters; R: Revisers; and T: Translators are staff on "when actually employed" contracts.

Figure V

Grade distribution, General Service category, as at 30 June 2006

(Populations 17,562 out of 30,548)



Staff by department or office

15. A total of 10,985 staff (36 per cent of the overall total) serve at headquarters duty stations (New York, Geneva, Vienna, Nairobi), 2,603 staff (8.5 per cent) at the regional commissions (Economic Commission for Africa, Economic Commission for Europe, Economic Commission for Latin America and the Caribbean, Economic and Social Commission for Asia and the Pacific and Economic and Social Commission for Western Asia) and 6,573 in field locations (21.5 per cent), and 10,387 (34 per cent) are local staff members in field missions administered by the Department of Peacekeeping Operations (see table 1 and figure II). The total number of staff serving away from headquarters duty stations is 19,563 (64 per cent), compared with 10,985 staff (36 per cent) at headquarters. The 15,839 staff in field missions administered by the Department of Peacekeeping Operations represent 52 per cent of the global Secretariat workforce. Two peacekeeping missions (United Nations Organization Mission in the Democratic Republic of the Congo and United Nations Interim Administration Mission in Kosovo) have more than 2,000 staff each, and two others missions (United Nations Mission in the Sudan and United Nations Mission in Liberia) have more than 1,000 each. At headquarters duty stations, three departments (Department for General Assembly and Conference Management, Department of Management and United Nations Office at Geneva) have in excess of 1,000 staff. The Economic Commission for Africa has the largest number of staff among the regional commissions. The average size of field missions is 507 staff, for headquarters the average department size is 417 staff and for regional commissions the average is 521 staff.

Staff by nationality

16. More than 61.9 per cent of all staff come from 20 Member States, each with more than 400 nationals, as shown in table A.1 of annex II. There are more than 1,000 nationals in the Secretariat from each of the following six Member States: the Democratic Republic of the Congo, France, Kenya, the Sudan, Serbia and Montenegro and the United States of America. The inclusion in the statistics of staff in the General Service and related categories and of local staff serving in field missions administered by the Department of Peacekeeping Operations increases the number of staff from Member States that host United Nations headquarters, regional commissions (Austria, Chile, Ethiopia, Kenya, Lebanon, Switzerland, Thailand and the United States of America) and all large offices and peacekeeping missions. The inclusion of staff in the General Service and related categories also increases the number of Member States represented in the Secretariat by staff of all categories. Nationals of 182 Member States are represented in all staff categories, as compared with 173 for staff in posts subject to geographical distribution, while nine Member States have no nationals among staff.[5]

Staff by gender

17. Of the global Secretariat staff, 19,451, or 63.7 per cent, are men and 11,097, or 36.3 per cent, are women. Of the local staff in field missions administered by the Department of Peacekeeping Operations, 78.9 per cent of the 10,387 are men.

[5] The Democratic People's Republic of Korea, Kiribati, Liechtenstein, the Marshall Islands, Monaco, Nauru, Palau, the United Arab Emirates and Vanuatu.

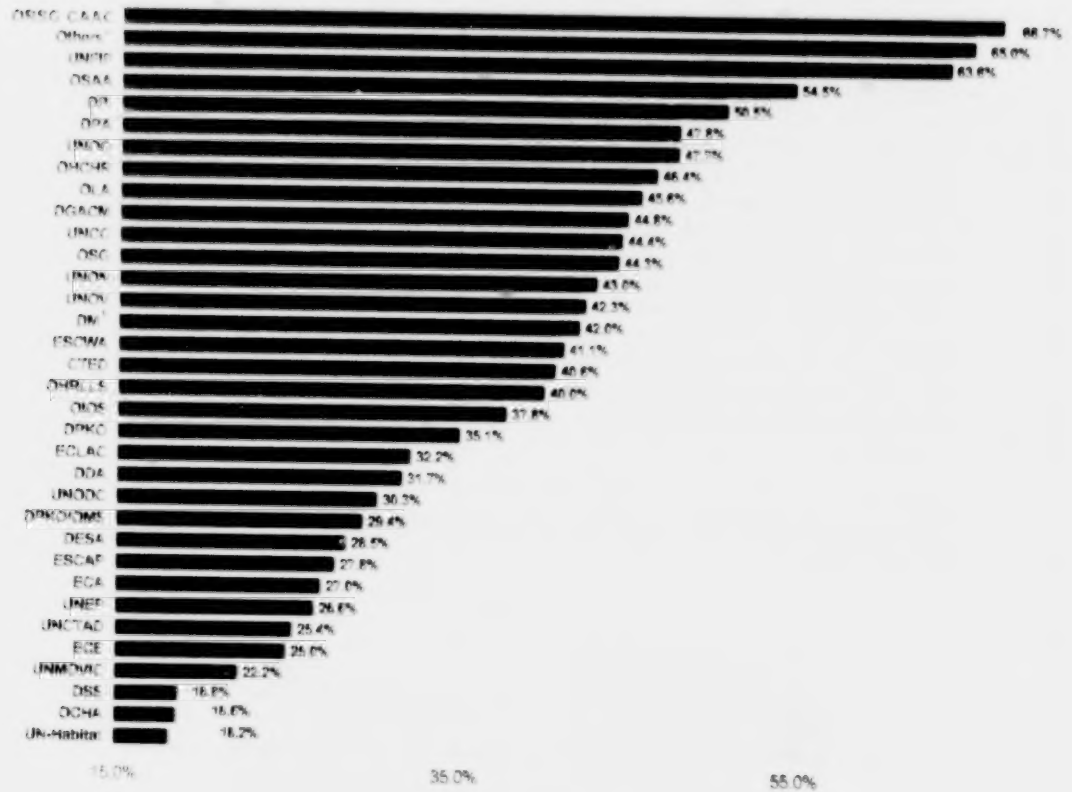
18. In the two most senior grades of the Secretariat (Under-Secretary-General and Assistant Secretary-General), women represent 18.8 per cent of the total of 110 staff. Female representation in the Director category is 26.1 per cent of 509 staff (29.2 per cent at the D-2 level and 25.2 per cent at the D-1 level). In the Professional category, the proportion of women is 38.9 per cent. Gender parity has been attained at the P-1 and P-2 levels: 69.8 per cent of staff at the P-1 level and 50.1 per cent at the P-2 level are women. Gender parity has not been achieved at the higher Professional levels: women comprise 40.7 per cent of staff at the P-3 level, 35.0 per cent at the P-4 level and 30.5 per cent at the P-5 level. Women comprise 35.3 per cent of 21,193 staff in the General Service and related categories and 21.1 per cent of the 10,387 General Service staff in field missions administered by the Department of Peacekeeping Operations.

19. Figure VI indicates that five departments or offices in the Secretariat have either achieved gender parity or have more female than male staff in the Professional and higher categories, 13 departments and offices have between 40 and 49 per cent women, six between 30 and 39 per cent and 11 less than 30 per cent.

Figure VI

Female staff representation in the Professional and higher categories as at 30 June 2006

(Population: 8,197 out of 20,548 staff)



[a] Others include the Ethics Office (2 female staff, 66.7 per cent), the United Nations Administrative Tribunal (2 female staff, 100.0 per cent), the Office of the Ombudsman (3 female staff, 100.0 per cent), the Secretariat of the Joint Inspection Unit (5 female staff, 55.6 per cent) and the New York Office of the Regional Commissions (1 female staff member, 33.3.7 per cent).

[b] Data for the Department of Management represent the aggregated percentage for the Office of the Under-Secretary-General (45.2 per cent), the Office of Programme Planning, Budget and Accounts (48.1 per cent), the Office of Human Resources Management (60.4 per cent), the Office of Central Support Services (24.5 per cent) and the Capital Master Plan Office (20.0 per cent).

Staff by appointment type

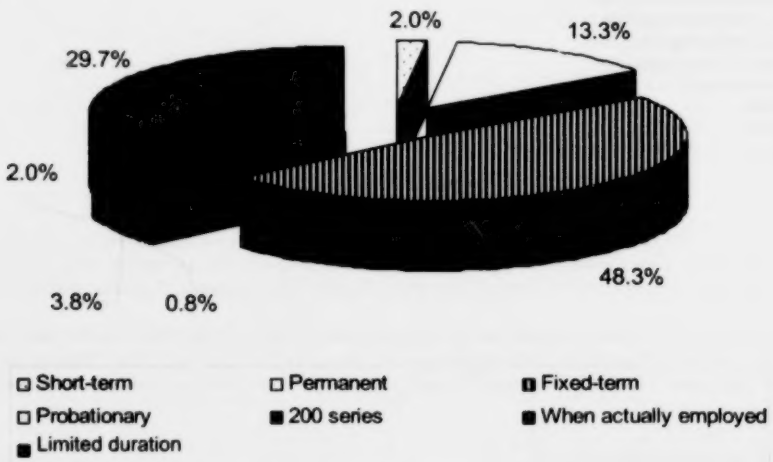
20. As at 30 June 2006, 13.3 per cent of staff held permanent appointments, as illustrated in Figure VII. Permanent appointments were held by 28.5 per cent of Directors, 28.1 per cent of Professionals and 9.3 per cent of staff in the General Service and related categories. Among staff with permanent appointments, 81.4 per cent were in regular budget posts and 18.6 per cent were in other posts. Of staff who

were in regular budget posts, 38.7 per cent had permanent appointments; in contrast, only 3.4 per cent of staff in other posts had permanent appointments.

21. The current proportion of permanent appointments for posts subject to geographical distribution is 51.2 per cent (1,349 out of 2,634). The proportion of staff with probationary appointments stands at 5.9 per cent (156 out of 2,634).

22. The percentage of permanent and fixed-term appointments varies across departments and offices, depending mainly on source of funding. Entities funded mainly from sources other than the regular budget, namely, the field missions administered by the Department of Peacekeeping Operations (1.5 per cent), the United Nations Compensation Commission (2.6 per cent), the United Nations Environment Programme (4.3 per cent), the Office for the Coordination of Humanitarian Affairs (6.2 per cent), the United Nations Human Settlements Programme (6.5 per cent) and the United Nations Monitoring, Verification and Inspection Commission (8.2 per cent), have the lowest rate of permanent appointees among their staff. Entities funded mainly from the regular budget, namely, the Department for General Assembly and Conference Management (54.3 per cent), the Office of Legal Affairs (49.3 per cent), the Department of Political Affairs (39.1 per cent), the Department of Management (37.9 per cent) and the Department of Economic and Social Affairs (34.4 per cent) have higher percentages of permanent appointments.

Figure VII
Staff distribution by type of appointment as at 30 June 2006
(Population: 30,548)



Staff on contracts of less than one year

23. A total of 4,757 staff (15.6 per cent of the global workforce) hold contracts of less than one year. The proportion of staff with contracts of less than one year is highest among field-based staff (17.6 per cent in field missions administered by the

Department of Peacekeeping Operations and 16 per cent in field locations). It is lower at headquarters (13 per cent) and regional commissions (12.7 per cent).

B. Staff of the United Nations Secretariat and related entities in the United Nations system

24. A total of 25,543 staff, constituting 83.6 per cent of the global workforce of the Secretariat, are on contracts of one year or more, as shown in table 2. This population is used only for the purpose of comparing staffing levels in various United Nations organizations, funds and programmes.

25. The general principles of the Staff Rules apply to all the staff of the United Nations, including the staff of the secretariats of subsidiary programmes, funds and organs that have special status in matters of appointment, granted by the General Assembly. These include the United Nations Children's Fund, the United Nations Development Programme, the Office of the United Nations High Commissioner for Refugees, the United Nations Relief and Works Agency for Palestine Refugees in the Near East, the United Nations University, the secretariat of the International Civil Service Commission, the secretariat of the United Nations Joint Staff Pension Fund, the registry of the International Court of Justice and the International Trade Centre.

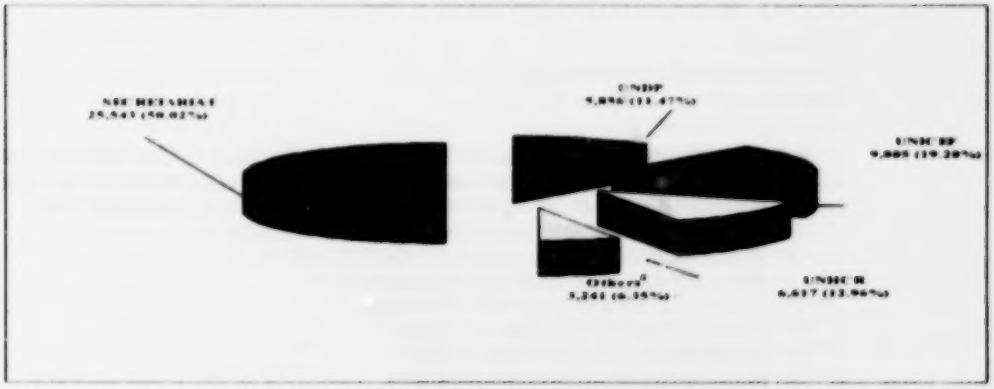
26. As at 30 June 2006, the total number of staff of the United Nations Secretariat and those organizations with special status holding appointments of one year or more amounted to 51,062 (see table 2). Of the total, 25,519 staff members serve with related entities of the United Nations and 25,543 serve with the Secretariat, of whom 36.5 per cent are women (see figure VIII). In the Secretariat, women constitute 37.4 per cent (2,371) of staff at the Professional and higher categories and 36.2 per cent (6,559) in the General Service and related categories. Among staff under the 200 series, 36.3 per cent (393) are women.

Table 2
Staff of the United Nations Secretariat and related entities by category and source of funds as at 30 June 2006

	Regular budget				*Extrabudgetary resources*				
Entity	*Professional and higher categories*	*Project personnel*	*General Service and related categories*	***Subtotal***	*Professional and higher categories*	*Project personnel*	*General Service and related categories*	***Subtotal***	***Total***
United Nations Secretariat	3 182	21	4 713	**7916**	3 152[a]	1 062	13 413[b]	**17 627**	**25 543**
UNDP[c]					1 727[d]	893	3 236	**5 856**	**5 856**
UNFPA					195	270[e]	1 089[f]	**1 554**	**1 554**
UNHCR	88		133	**221**	1 913[g]		4 483	**6 396**	**6 617**
UNICEF					3 045[h]	1 487[i]	5 273	**9 805**	**9 805**
UNITAR					4	24	5	**33**	**33**
UNJSPF					50		108	**158**	**158**
UNOPS					605		282	**887**	**887**
UNRWA[j]	102		11	**113**	28			**28**	**141**
UNU					20	34	55	**109**	**109**
ICJ	35		51	**86**	12		2	**14**	**100**
ICSC					17		20	**37**	**37**
ITC[k]					74	52	96	**222**	**222**
Total	**3 407**	**21**	**4 908**	**8 336**	**10 842**	**3 822**	**28 062**	**42 726**	**51 062**

[a] Includes 1,735 staff in the Professional and higher categories serving in field missions administered by DPKO and 82 General Service staff against revenue-producing accounts.
[b] Includes 8,560 local staff and 2,641 staff in the General Service and related categories serving in field missions administered by DPKO and 82 General Service staff against revenue-producing accounts.
[c] Includes staff charged to the UNDP core budget, funds managed by UNDP and UNDP supplementary funds.
[d] Includes National Officers.
[e] Includes headquarters General Service staff, country office General Service staff and National Officers.
[f] Includes Junior Professional Officers.
[g] Includes National and Junior Professional Officers.
[h] Includes Professional staff and National Officers occupying posts funded by regular budget resources.
[i] Includes Professional staff and National Officers occupying posts funded from project funds.
[j] Excludes area staff.
[k] A number of posts in ITC are financed jointly by the United Nations from the regular budget and by the World Trade Organization.

Figure VIII
Staff of the Secretariat and related entities of the United Nations with an appointment of one year or more, as at 30 June 2006
(Population: 51,062)



[a] Includes ICJ, ICSC, ITC, UNFPA, UNITAR, UNJSPF, UNOPS, UNRWA and UNU.

C. Analysis of United Nations Secretariat staff demographics

27. The requirements of global human resources planning and the need to track trends in the workforce of the Secretariat call for a more in-depth analysis of Secretariat staff. The presentation and analysis below cover Secretariat staff holding 100-series appointments of one year or more, irrespective of category, type of appointment or source of funding. In conformity with these criteria, the base figure used for demographic analysis as at 30 June 2006 is 11,894. Secretariat-wide data and projections for the period from 2006 to 2010 have been drawn from the IMIS database. In order to avoid unnecessary repetition, the analysis below has excluded a number of demographic characteristics (staff breakdown by category and grade, by nationality and by duration of contract) that are presented in section II.A above.

Demographic profile of Secretariat staff

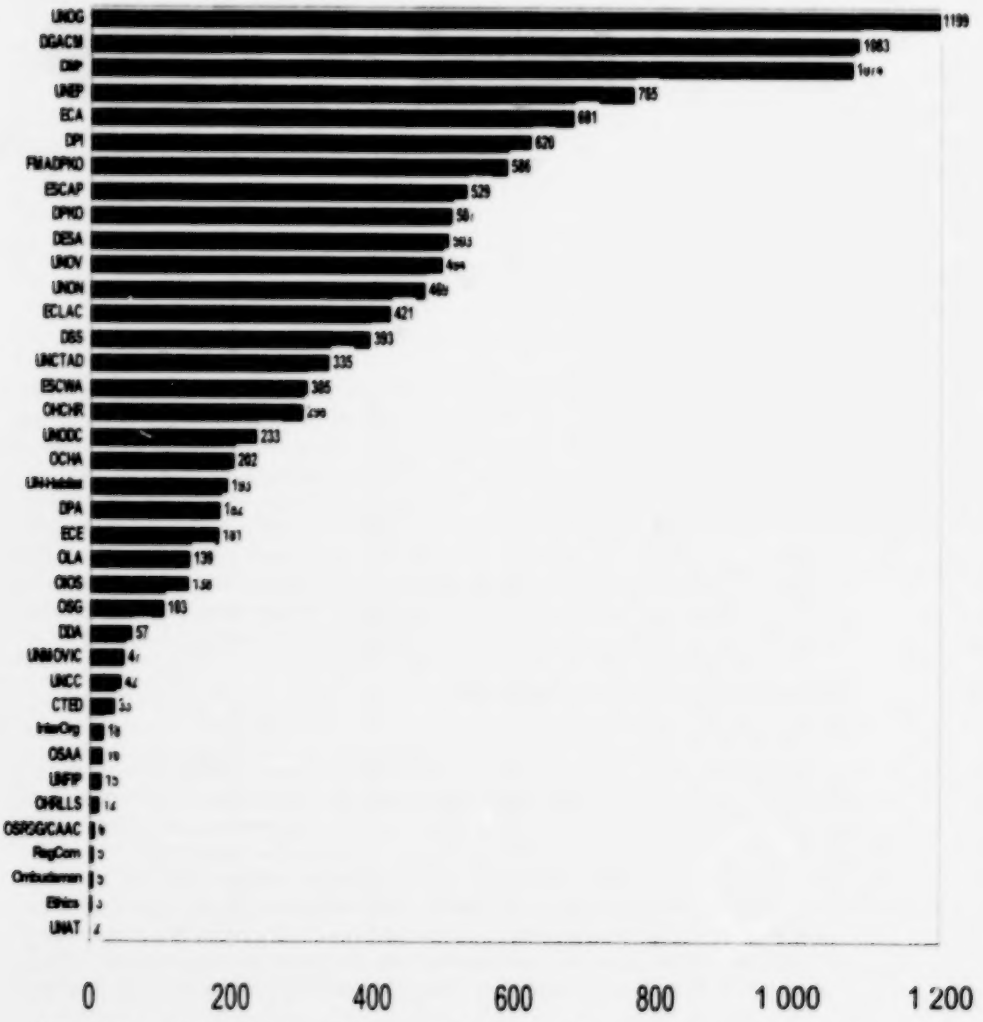
Staff by department or office

28. Figure IX shows the breakdown of staff by department, office or other entity. A total of 8,510 staff (71.5 per cent) of all Secretariat staff serve in 12 departments and offices with more than 450 staff each. The three departments with the largest number of staff are the United Nations Office at Geneva (10.1 per cent, 1,199 staff), the Department for General Assembly and Conference Management (9.1 per cent, 1,083 staff) and the Department of Management[6] (9.0 per cent, 1,074 staff) in New York. Staff at United Nations Headquarters (in New York or directly administered by Headquarters departments) represent 40.3 per cent of all Secretariat staff. Offices away from Headquarters (Addis Ababa, Bangkok, Beirut, Geneva, Nairobi, Santiago

[6] The Department of Management comprises the Office of the Under-Secretary-General, the Capital Master Plan Office, the Office of Human Resources Management and the Office of Programme Planning, Budget and Accounts.

and Vienna) and their sub-offices make up 48.7 per cent of the staff, with the largest number at the United Nations Office at Geneva (19.2 per cent). A total of 693 staff, or 5.8 per cent, are detailed to field missions administered by the Department of Peacekeeping Operations.

Figure IX
Number of staff by entity as at 30 June 2006
(Population: 11,894)



[a] The 1,074 staff of the Department of Management include the staff of the Office of the Under-Secretary-General (70), the Office of Programme Planning, Budget and Accounts (273), the Office of Human Resources Management (211), the Office of Central Support Services (510) and the Capital Master Plan Office (10).

Staff by gender

29. Secretariat 100-series staff with appointments of one year or more (11,894) display an almost evenly balanced female/male distribution (50.7/49.3). This figure does not reflect significant differences in gender representation by grade, category and department or office.

30. In spite of a general increase in female staff representation in all categories, the two most senior grades of the Secretariat (Under-Secretary-General and Assistant Secretary-General) have a low rate of female representation (22.2 per cent of 72 staff). Female staff are also poorly represented in the Director category (31.4 per cent of 389 staff). Currently, female representation levels in the D-2 and D-1 grades stand at 37.8 per cent (34 female staff) and 29.4 per cent (88 female staff), respectively. In the Professional category, the proportion of female staff is 41.8 per cent (1,770 female staff). It is higher at entry levels (52.4 per cent of 496 staff at the P-2 level and 45.6 per cent of 1,386 staff at the P-3 level). Female staff constitute the majority (60.7 per cent of 6,737 staff) in the General Service category. Two specific groups continue to have very low female staffing: the Trades and Crafts category (2.4 per cent of 168 staff) and the Security category (11.5 per cent of 295 staff).

31. In 10 departments and offices, there is either gender parity or the number of women exceeds that of men in the Professional and higher categories. Twelve departments and offices have between 40 and 49 per cent female staff, 10 have between 30 and 39 per cent female Professionals and five have less than 30 per cent women Professionals.

Staff by age

32. As at 30 June 2006, the average age of the staff was 45.9 years, down one tenth of a year from the average as at 30 June 2005. More than half, 56.0 per cent, of all Secretariat staff are older than 45, 28.9 per cent are younger than 40 and 4.7 per cent are younger than 30. This pattern is illustrated in figures X and XI, which show, respectively, the age distribution of the female and male staff and the distribution of age groups in the Secretariat. The highest average age is for Under-Secretaries-General and Assistant Secretaries-General (58.9 years), followed by the Director category (54.9 years). The average age of staff in the Professional category is 46.2 years, and at the entry-level P-2 grade, 37.0 years. The average age of staff in the General Service category is 45.4 years, in the Security category, 37.4 years and in the Trades and Crafts category, 47.8 years.

33. The average age of female Directors exceeds that of male Directors by about two months, while Professional male staff are on average 18 months older than their female colleagues. Male security officers on average are nearly five years older than their female colleagues. For General Service staff, the average age of male staff is about nine months lower than that of female staff.

34. In the Professional category the youngest staff are found in the Office of the Secretary-General (41.8 years), the Office of Legal Affairs (42.6 years), the Office of the United Nations High Commissioner for Human Rights (43.2 years), the United Nations Compensation Commission (43.9 years) and the Office for the Coordination of Humanitarian Affairs (44.3 years), while the oldest are in the Office of the Special Adviser on Africa (49.2 years), the Economic and Social Commission

for Western Asia (48.7 years) and the Department of Public Information (48.4 years).

35. For all categories of staff, the departments and offices with the lowest average age are the new Department of Safety and Security (41.4 years), the Economic and Social Commission for Western Asia (43.2 years), the United Nations Office at Nairobi (43.7 years) and the Department of Peacekeeping Operations (44.0 years), while the highest overall average ages are found in the Office of the Special Adviser on Africa (50.0 years), the Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States (49.8 years), the United Nations Monitoring, Verification and Inspection Commission (49.4 years), the Department of Economic and Social Affairs (48.5 years) and the Department for General Assembly and Conference Management (48.4 years).

Figure X
Distribution of staff by gender and age as at 30 June 2006
(Population: 11,894)

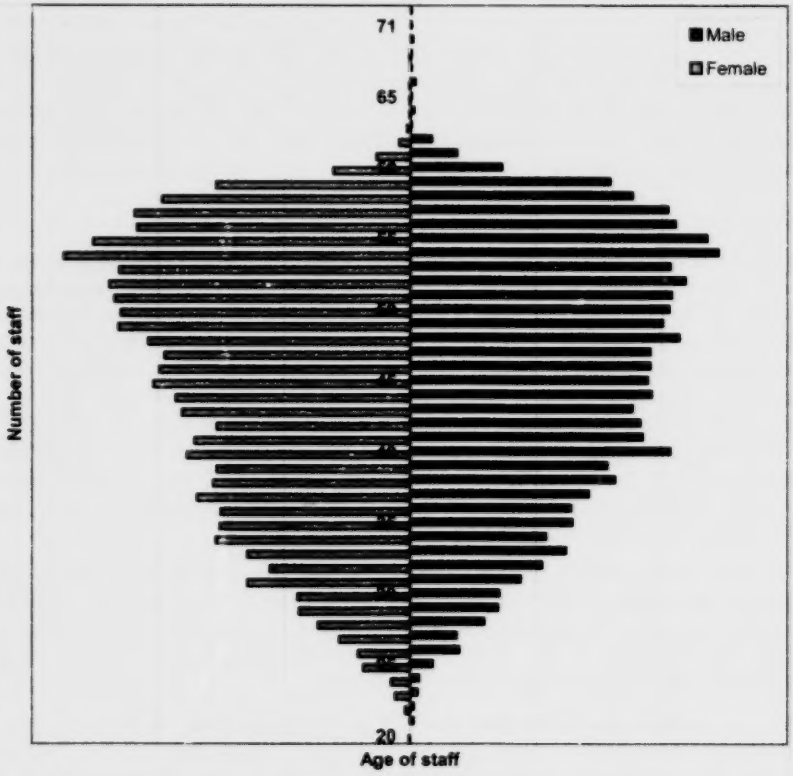
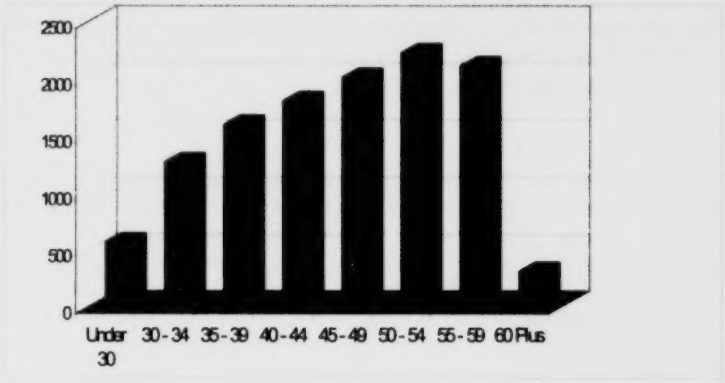


Figure XI
Distribution of age groups in the Secretariat as at 30 June 2006
(Population: 11,894)



Staff by length of service

36. The average length of service for all staff and all types of appointments is 11.9 years (13.1 years for Directors, 10.3 years for Professionals and 12.8 years in the General Service and related categories).

37. The average length of service for staff with permanent appointments is 20.7 years (23.5 years for Directors, 15.8 years for Professionals and 25.5 years in the General Service and related categories). Longer service time for Directors correlates with their higher average age. The average length of service of staff holding fixed-term appointments of one year or more is 7.6 years (6.9 years for Directors, 6.0 years for Professionals and 8.3 years in the General Service and related categories).

38. The average length of service in departments and offices of at least 30 staff ranges from those of the Counter-terrorism Executive Directorate (4.7 years), the Office for the Coordination of Humanitarian Affairs (7.9 years) and the United Nations Monitoring, Verification and Inspection Commission (8.5 years) at the low end to those of the Department for General Assembly and Conference Management (15.4 years), the Economic and Social Commission for Asia and the Pacific (15.3 years), the Economic Commission for Latin America and the Caribbean (15.3 years), the Office of Central Support Services (15.2 years), the Department of Economic and Social Affairs (15.0 years), the United Nations Office at Geneva (14.6 years), the Department of Political Affairs (14.3 years) and the Department of Public Information (14.3 years) at the high end. A lower than average duration of service is a result of one or a combination of the following reasons: a younger staff population, more recent recruits, a higher staff turnover rate, the recent establishment of an office or appointments of limited duration. An average length of service at the departmental or office level that is higher than that of the Secretariat indicates an older population with a lower turnover rate.

Movements of staff from 1 July 2005 to 30 June 2006

39. The analysis presented below is based on the movements of staff, which include recruitment, separation, promotion and transfer between departments and offices, in the population of staff under the 100 series with appointments of one year or more in the Secretariat during the period from 1 July 2005 to 30 June 2006. That population includes staff in both the Professional and higher categories and the General Service and related categories.

Recruitment

40. Figure XII illustrates that, between 1 July 2005 and 30 June 2006, 1,131 staff were recruited in the Secretariat for posts under the 100 series of the Staff Rules with appointments of one year or more in the population considered. In the Professional category (411 staff, 36.3 per cent of all recruits), the following departments recruited the largest number of staff: the Office of the United Nations High Commissioner for Human Rights (69 staff, 16.8 per cent), the Department of Peacekeeping Operations (47 staff, 11.4 per cent), the Department of Economic and Social Affairs (28 staff, 6.8 per cent) and the Department for General Assembly and Conference Management (25 staff, 6.1 per cent).

41. Of the 411 staff at the Professional level, a total of 98 recruits at the P-2 level accounted for 8.7 per cent of all recruits and for 23.8 per cent of all recruits in the Professional category. The main departments recruiting staff at the P-2 level were the Department of Economic and Social Affairs (15 staff, 15.3 per cent), the Department for General Assembly and Conference Management (12 staff, 12.2 per cent), the Department of Public Information (9 staff, 9.2 per cent), the Department of Management and the Office of the United Nations High Commissioner for Human Rights (8 staff, 8.2 per cent, each) and the Department of Peacekeeping Operations and the Economic Commission for Africa (6 staff, 6.1 per cent, each).

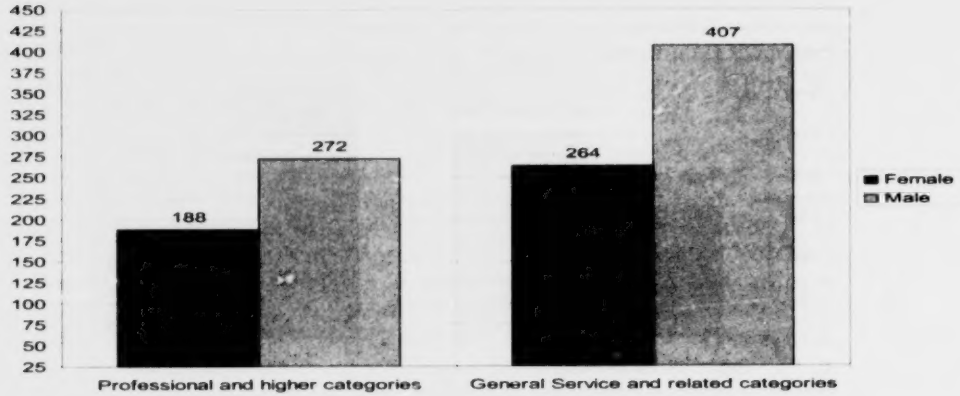
42. A total of 671 staff, or 59.3 per cent of all staff recruited during the reporting period, were in the General Service and related categories.

43. Women accounted for 40.0 per cent of all staff recruited (452 women out of 1,131 staff) during the period from 1 July 2005 to 30 June 2006, compared with 41.6 per cent in the previous reporting period. At the Under-Secretary-General level, 2 out of 12 recruits were women, and at the Assistant Secretary-General level 1 out of 6. In the Director category, women accounted for 22.6 per cent of recruits (7 out of 31), and in the Professional category, 43.3 per cent were women (178 out of 411). In the General Service and related categories, 264 staff, or 39.3 per cent, of staff recruited were women.

44. The following departments or offices account for almost 60 per cent of all recruitments: the field missions administered by the Department of Peacekeeping Operations (14.5 per cent, 164 staff), the Department of Safety and Security (10.6 per cent, 120 staff), the Office of the United Nations High Commissioner for Human Rights (6.5 per cent, 74 staff), the United Nations Office at Geneva (5.9 per cent, 67 staff), the Department of Peacekeeping Operations (5.7 per cent, 64 staff), the Department for General Assembly and Conference Management (5.4 per cent, 61 staff), the United Nations Office at Nairobi (5.1 per cent, 58 staff) and the United Nations Environment Programme (5.0 per cent, 56 staff). Recruitments comprised fixed-term appointments (89.8 per cent, 1,016 staff), new probationary

appointments (9.9 per cent, 112 staff) and permanent appointments due to transfer from another United Nations agency (0.3 per cent, 3 staff).

Figure XII
Recruitment of staff by category and gender (1 July 2005-30 June 2006)
(Population: 11,894)



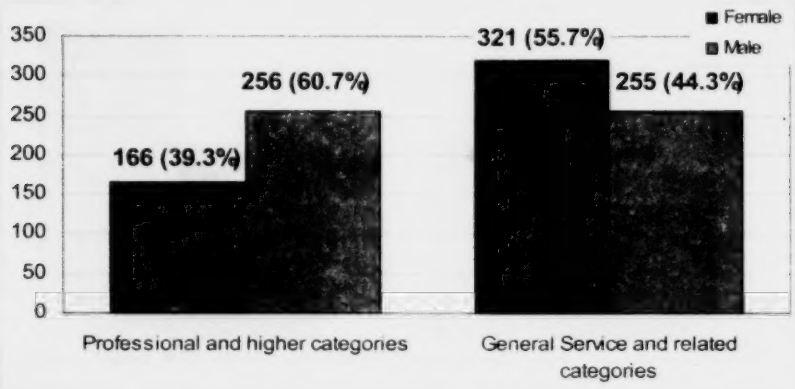
Separation

45. Separation is defined as the movement of staff out of the Secretariat owing to retirement, resignation, expiry of appointment, agreed termination, inter-agency transfer, termination for health reasons, death, termination or abandonment of post or dismissal for misconduct. Between 1 July 2005 and 30 June 2006, 998 staff separated, compared with 770 separations registered during the period from 1 July 2003 to 30 June 2004. Among them, 355 were retirements (35.6 per cent), 239 were resignations (23.9 per cent) and 222 were due to expiration of appointments (22.2 per cent). By category, 5.5 per cent were in the Director category and above, 35.3 per cent were Professionals and 57.7 per cent were staff in the General Service and related categories. A total of 29 staff at the P-2 level separated, accounting for 2.9 per cent of all separations and 8.2 per cent of separations at the Professional level. Separations of female staff accounted for 48.8 per cent of all staff departures. As indicated in Figure XIII, while female staff accounted for 39.3 per cent of separations in the Professional and higher categories, they constituted 55.7 per cent in the General Service and related categories. More than 60 per cent of staff who separated were from the field missions administered by the Department of Peacekeeping Operations (110), the Department for General Assembly and Conference Management (85), the United Nations Office at Geneva and the Department of Management (74 each), the Department of Peacekeeping Operations (61), the United Nations Compensation Commission (56), the Economic and Social Commission for Asia and the Pacific (53), the Department of Public Information (51) and the United Nations Environment Programme (48).

46. Between 1 July 2005 and 30 June 2006, a total of 239 staff resigned, accounting for 23.9 per cent of all separations. The number of resignations included four Under-Secretaries-General, one Assistant Secretary-General, three Directors, 56 staff in the Professional category and 175 staff in the General Service and related

categories. In the Professional category, 11 staff at the P-5 level resigned (19.6 per cent of total resignations), 19 staff at the P-4 level (33.9 per cent), 17 staff at P-3 level (30.4 per cent) and 9 staff at P-2 level (16.1 per cent).

Figure XIII
Separations by gender (1 July 2005-30 June 2006)
(Population 11,894)



Promotion

47. Promotion is defined as the movement of staff to a higher grade, except for movement to the Professional category of staff from the General Service and related categories, which is considered recruitment, pursuant to General Assembly resolution 55/258. During the period from 1 July 2005 to 30 June 2006, 1,077 promotions were registered in the Secretariat. The gender distribution of the promotions showed the percentage breakdown to be even between men (543 promotions, 50.4 per cent) and women (534 promotions, 49.6 per cent) as compared with the 55/45 breakdown in favour of men in 2005. Women comprised 37.5 per cent of the promotions in the Director category, 47.1 per cent in the Professional category and 51.3 per cent in the General Service and related categories.

48. The departments with more than 75 promotions during the period from 1 July 2005 to 30 June 2006 were the Department of Management (136), the Department for General Assembly and Conference Management and the Economic Commission for Africa (109 each), the United Nations Office at Geneva (88) and the United Nations Office at Nairobi (83).

Transfer

49. Transfers are defined as lateral staff movements with a change of assignment and involving two departments or offices at one or more duty stations. During the period under review, there were 539 transfers Secretariat-wide. Of the total, 332, or 61.6 per cent, were transfers of female staff. There were more transfers among staff with fixed-term appointments (69.8 per cent) than among staff with permanent appointments (29.1 per cent) and probationary appointments (1.1 per cent).

50. Most transfers occurred into or out of the United Nations Environment Programme (53), the Department of Management (50), the Department of Peacekeeping Operations (38), the Department of Economic and Social Affairs, and the Department of Public Information (37 each) and the Economic Commission for Europe (32).

51. In section VIII of its resolution 57/305, the General Assembly approved the Secretary-General's proposal contained in his report (A/56/816) on the placement of staff members serving in the Executive Office of the Secretary-General and requested him to report on the implementation of the procedure. During the period from 1 July 2005 to 30 June 2006, there were no transfers of staff to posts at the same level from the Executive Office of the Secretary-General.

Turnover

52. Turnover rates are based on the calculation of a standard labour turnover index, which is obtained by comparing the number of actual staff departures over the reporting period with the number of active staff. Turnover indices for 2005/2006 are presented in table 3 by category of staff and take into account all causes of separation except expiration of appointment. The overall turnover index has increased from 5.1 in 2005 to 7.4 in 2006. While the turnover index for Directors is higher than that of the staff as a whole, for staff in the Professional category it is close to the overall turnover rate. Staff turnover helps to open up promotion and recruitment prospects.

Table 3
Turnover indices (1 July 2005-30 June 2006)
(Percentage)

Category	*Number of staff as at 30 June 2005*	*Number of separations*	*Turnover index*
Directors	382	47	12.3
Professional category	4 124	332	8.1
General Service and related categories	7 181	489	6.8
Total staff	**11 687**	**868**	**7.4**

Forecasts of anticipated retirements in the United Nations Secretariat

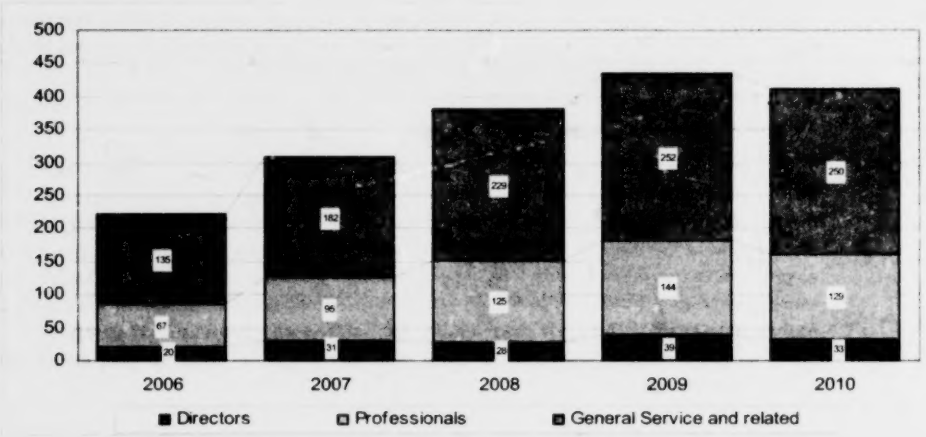
53. Each year a number of staff leave the Organization for different reasons. The yearly attrition rate is the result of both foreseeable and unforeseeable events. Workforce planning identifies the future requirements of the Organization and enables departments and offices to fill their vacancies in a timely manner. Figure XIV illustrates anticipated retirements by category for the period 2006-2010.

54. A total of 1,759 Secretariat staff will reach the mandatory age of separation during the next five years (14.8 per cent of the current overall workforce). An average of 352 staff will retire each year, ranging from a low of 222 in 2006 to a high of 435 in 2009. Figure XIV indicates that 151 Directors will retire over the five-year period, accounting for 8.6 per cent of all retirements, 560 staff (31.8 per cent) will retire from the Professional category and 1,048 staff (59.6 per cent) will

retire from the General Service and related categories. During the period 2006-2010, more women than men will retire (935 women, 824 men). In the Professional and higher categories (P-2 to D-2), 62.3 per cent of the retirees will be male.

Figure XIV
Anticipated retirements by category

(Total anticipated retirements: 1,759)



55. Retirement rates at the senior levels (P-5, D-1 and D-2) will be significant in a number of departments. A comparison of the number of expected retirements at those levels by department and office, based on the present staffing table, is provided below. Departments and offices with a minimum of 20 staff at the senior levels have been divided into three groups corresponding to the percentage of their strategic replacement needs in the next five years:

(a) Departments and offices with low replacement needs (less than 25 per cent of their present staff): the Department of Peacekeeping Operations (11.1 per cent), the Office of the Secretary-General (11.5 per cent), the Department of Safety and Security (14.3 per cent), the United Nations Office on Drugs and Crime (17.4 per cent), the United Nations Environment Programme (20.4 per cent), the Economic Commission for Latin America and the Caribbean (21.2 per cent), the Office of Internal Oversight Services (21.7 per cent) and the Office of the United Nations High Commissioner for Human Rights (23.3 per cent);

(b) Departments and offices with medium replacement needs (between 25 and 40 per cent of their present staff): the Office of Programme Planning, Budget and Accounts (25.0 per cent), the Department of Political Affairs (27.5 per cent), the Office of Central Support Services, the Office of Legal Affairs and the United Nations Human Settlements Programme (27.6 per cent each), the Office of the Under-Secretary-General for Management (27.8 per cent), the United Nations Conference on Trade and Development (27.9 per cent), the Office for the Coordination of Humanitarian Affairs (28.1 per cent), the field missions administered by the Department of Peacekeeping Operations and the Department of Peacekeeping Operations (29.2 per cent each), the Economic and Social

Commission for Asia and the Pacific (31.6 per cent), the Department for Disarmament Affairs (33.3 per cent), the Department of Public Information (34.7 per cent), the Economic Commission for Africa (34.9 per cent), the Department of Economic and Social Affairs (36.0 per cent), the United Nations Office at Vienna (36.4 per cent) and the Economic Commission for Europe (40.0 per cent);

(c) Departments and offices with high replacement needs (over 40 per cent of their present staff): the Department for General Assembly and Conference Management (42.4 per cent), the United Nations Office at Geneva (45.5 per cent), the Office of Human Resources Management (48.0 per cent) and the Economic and Social Commission for Western Asia (48.0 per cent).

56. Monitoring of expected staff retirements in the P-5, D-1 and D-2 grades helps the forecasting of staff replacement requirements. Replacement needs for the P-5 grade for the coming five years are 25.4 per cent of the present number of staff. At the D-2 and D-1 grades they are higher, 38.8 per cent (see table 4).

Table 4
Replacement needs owing to retirement at the D-1/D-2 and P-5 grades

	All posts			*Posts subject to geographical distribution*		
Year	*D-1/D-2*	*P-5*	***Total***	*D-1/D-2*	*P-5*	***Total***
2006	20	32	**52**	18	18	**36**
2007	31	42	**73**	28	24	**52**
2008	28	50	**78**	19	32	**51**
2009	39	53	**92**	29	31	**60**
2010	33	35	**68**	27	22	**49**
Total	**151**	**212**	**363**	**121**	**141**	**248**

D. Staff subject to the system of desirable ranges

57. The representation of their nationals in the staff of the United Nations Secretariat has been a major concern of Member States since the beginning of the Organization. This concern is reflected in Article 101, paragraph 3, of the Charter, which specifies that in the employment of staff the highest standards of efficiency, competence and integrity will be secured and that due regard will be paid to recruiting staff on as wide a geographical basis as possible. Among the 30,548 staff of the global Secretariat workforce, staff holding appointments of one year or more constitute a sub-group of 25,543 staff. Within this sub-group, 2,634 staff are recruited under the system of desirable ranges, which is described in the paragraphs below.

58. Staff under the system of desirable ranges are appointed by the Secretary-General under the 100 series of rules for a period of at least one year to posts subject to geographical distribution in the Professional and higher categories funded

under the regular budget. Several categories of staff are excluded from this category.[7]

59. General Assembly resolution 42/220 A introduced the current system of desirable ranges, and in that resolution the Assembly requested the Secretary-General to base it, with effect from 1 January 1988, on the following criteria:

(a) The base figure for the calculations would initially be 2,700 posts;

(b) The weight of the membership factor would be 40 per cent of the base figure;

(c) The population factor, which would be allotted a weight of 5 per cent, would be directly related to the population of Member States, and posts subject to that factor would be distributed among Member States in proportion to their population;

(d) The contribution factor would be based on the distribution of the remaining posts among Member States in proportion to the scale of assessments;

(e) The upper and lower limits of each range would be based on a flexibility of 15 per cent upward and downward from the midpoint of the desirable range, but not less than 4.8 posts up and down, the upper limit of the range being not less than 14 posts;

(f) The base figure would be adjusted whenever the actual number of posts subject to geographical distribution increased or decreased by 100, the weights of the three factors being maintained.

60. Changes in the representation status of a Member State may result from several factors: the appointment or separation of staff; adjustments of the desirable range because of an increase or decrease in the number of posts subject to geographical distribution; changes in the number of Member States; changes in the scale of assessments; changes in the population of Member States; and changes in the status of individual staff members (such as departure on secondment or special leave without pay, return from secondment or special leave or change in nationality).

61. In compliance with section III of General Assembly resolution 42/220 A, owing to the creation of additional posts, the base figure of posts subject to the system of desirable ranges was set at 2,700 in 1988. This number depends on the number of posts subject to geographical distribution but is not equal to it. The base

[7] Those excluded from the system of the desirable ranges include staff appointed to the secretariats of subsidiary programmes, funds and organs with special status in matters of appointment; staff appointed to peacekeeping posts, posts specifically funded for other field mission service or posts financed under the support account for peacekeeping operations; staff appointed to posts with special language requirements; staff in the Field Service and the General Service and related categories of staff (such as Trades and Crafts, security officers and public information assistants) who are locally recruited; staff appointed to posts for service limited to the United Nations Environment Programme, the United Nations Human Settlements Programme or the United Nations Office on Drugs and Crime; staff appointed to posts financed on an inter-agency basis; staff appointed to technical cooperation project posts; National Officers at United Nations information centres; staff on special leave without pay; and staff on secondment to other organizations.

figure is adjusted whenever the actual number of posts (budgeted) subject to geographical distribution increases or decreases by 100. Currently, the base figure is set at 2,900 due to the change in the number of posts in the Professional and higher categories subject to the system of desirable ranges, which stands at 2,997. For more details on the calculation of ranges and the midpoint, see annex I.

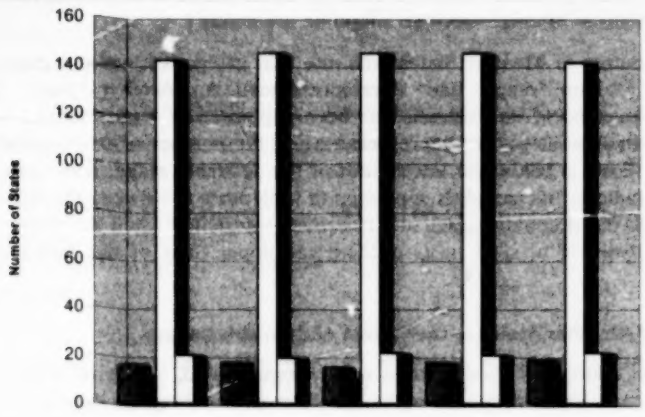
62. The representation of Member States falls into four categories: unrepresented, underrepresented, within range and overrepresented. A Member State is unrepresented when none of its nationals has been appointed to a post subject to geographical distribution; it is underrepresented when the number of its nationals appointed to such posts is below the lower limit of the desirable range; it is within range when the number of its nationals appointed to such posts is between the upper and lower limits of the desirable range; and it is overrepresented when the number of its nationals appointed to such posts exceeds the upper limit of the desirable range.

Representation of Member States in the system of desirable ranges

63. As at 30 June 2006, 18 Member States were unrepresented, compared with 17 in June 2005 (Angola, Bahrain, the Comoros, the Democratic People's Republic of Korea, Timor-Leste, Kiribati, Kuwait, Liechtenstein, the Marshall Islands, Monaco, Nauru, Palau, Samoa, Sao Tome and Principe, Tajikistan, the United Arab Emirates, Vanuatu and Yemen). Eleven Member States were underrepresented, compared with nine in June 2005 (Brunei Darussalam, Japan, the Libyan Arab Jamahiriya, Mexico, Norway, Oman, Qatar, the Republic of Korea, Saudi Arabia, Switzerland and Viet Nam), and 21 Member States were overrepresented, compared with 20 in June 2005 (Argentina, Australia, Austria, Belgium, Bulgaria, Cameroon, Canada, Chile, Egypt, Ethiopia, India, Italy, Kenya, New Zealand, Nigeria, the Philippines, the Russian Federation, Sweden, Uganda, Ukraine and the Bolivarian Republic of Venezuela). Other Member States (141) were within range.[1]

64. The evolution of the representation of Member States in terms of staff appointed under the system of desirable ranges for the five-year period from 2002 to 2006 is illustrated in Figure XV.

Figure XV
Representation of Member States[a]



	Jun-02	Jun-03	Jun-04	Jun-05	Jun-06
Unrepresented	16	17	15	17	18
Under-represented	11	10	10	9	11
Within Range	142	145	145	145	141
Over-represented	20	19	21	20	21

[a] The present report analyses the representation of 191 Member States, although as from 28 June 2006 the number of Member States increased to 192 with the admission of Montenegro, for which specific data are not available yet.

65. Tables A.3 to A.10 in annex II cover posts subject to geographical distribution. The data in table A.3 are arranged by nationality, grade and gender. The table includes the midpoint of the desirable range and the range itself. The data in table A.4 are arranged by nationality and type of appointment as at 30 June 2005 and 30 June 2006. Table A.5 shows appointments arranged by nationality, grade and gender for the period from 1 July 2005 to 30 June 2006. Table A.6 shows appointments and separations, arranged by nationality, type of appointment and gender, for the same period.

Representation of Member States at the senior and policymaking levels

66. In section X, paragraph 2, of its resolution 55/258, the General Assembly requested the Secretary-General to take all necessary measures to ensure, at the senior and policymaking levels of the Secretariat, the equitable representation of Member States, especially those with inadequate representation at those levels and unrepresented and underrepresented States, in particular developing countries, in accordance with the relevant resolutions of the Assembly, and to continue to include relevant information thereon in all future reports on the composition of the

Secretariat. That request was reaffirmed in section II, paragraphs 37 and 38, of resolution 57/305 and section IV, paragraph 13, of resolution 59/266.

67. Staff at the senior and policymaking levels are defined as those at the Principal Officer (D-1) grade and above. Table 5 contains data on senior officials appointed under the system of desirable ranges, including a breakdown by country of nationality. It presents data on the representation of developing countries and other countries for staff subject to geographical distribution based on the combined desirable ranges of each group compared with the number of staff from Members States of those groups. Table 5 also includes staff under the system of desirable ranges and staff at the D-1 grade and above, at the D-2 grade and above and at the grade of Assistant Secretary-General and above (for more detailed information on the representation of individual Member States at the senior and policymaking levels, see table A.10 in annex II).

68. A brief analysis of table 5 indicates that the percentage of staff under the system of the desirable ranges from both developing and developed countries is below their combined desirable ranges as at 30 June 2006. The number of staff from developing countries decreased (in both absolute and percentage terms) between 2002 and 2005 and increased between 2005 and 2006. Numbers of staff from developed countries have been gradually increasing in both absolute and percentage terms since 2002. Numbers of staff from countries with economies in transition have remained stable, in both absolute and percentage terms, and consistently above their combined desirable ranges between 2002 and 2006.

69. At the D-1, D-2 and Assistant Secretary-General and higher grades, the percentages of staff from developing countries have decreased between 2002 and 2006, but as at 30 June 2006 remain above their combined desirable ranges. Percentages of staff from developed countries at the D-1, D-2 and Assistant Secretary-General and higher grades have increased between 2002 and 2006, but as at 30 June 2006 remain below the sum of their desirable ranges. Percentages of staff from countries with economies in transition at the D-1, D-2 and Assistant Secretary-General and higher grades have fluctuated between 2002 and 2006. As at 30 June 2006 they are above their combined desirable ranges for D-1 and D-2 grades and below for the Assistant Secretary-General and higher grades.

Table 5

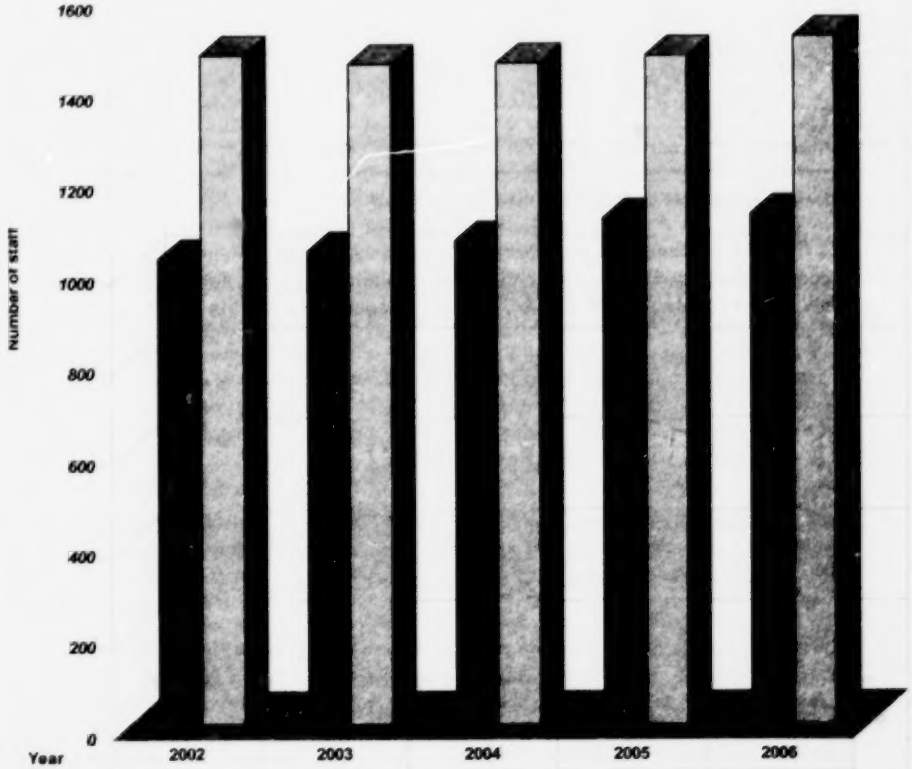
Distribution of staff subject to geographical distribution among developing and developed countries and countries with economies in transition

Group	*Year*	*Combined desirable ranges*	*Group midpoint*	*Percentage*	*Total staff*		*D-1 and above*		*D-2 and above*		*ASG and above*	
					Number	*Percentage*	*Number*	*Percentage*	*Number*	*Percentage*	*Number*	*Percentage*
Developing countries	2002	930-1 259	1 094.5	40.5	1 053 (409)	42.5 (40.2)	151 (46)	46.6	55 (14)	50.5	23 (4)	56.1
	2003	903-1 258	1 093.7	40.5	1 032 (417)	41.5 (40.2)	150 (52)	45.0	54 (14)	46.2	23 (4)	56.1
	2004	933-1 263	1 098.1	40.7	1 023 (416)	40.7 (39.1)	148 (55)	44.7	56 (17)	48.7	20 (3)	51.3
	2005	968-1 310	1 139.3	40.7	1 024 (424)	39.7 (38.2)	141 (53)	42.9	49 (17)	45.4	17 (5)	41.5
	2006	1 003-1 357	1 180.0	40.7	1 051 (430)	39.9 (38.3)	138 (46)	40.8	50 (18)	43.5	24 (7)	49.0
Developed countries	2002	1 202-1 626	1 414.3	52.4	1 160 (555)	46.8 (54.6)	152 (59)	46.9	47 (13)	43.1	15 (3)	36.6
	2003	1 204-1 629	1 416.4	52.5	1 195 (568)	48.0 (54.5)	156 (56)	46.8	56 (18)	47.9	15 (4)	36.6
	2004	1 200-1 624	1 411.9	52.3	1 232 (591)	49.0 (55.6)	154 (64)	46.5	52 (18)	45.2	16 (6)	41.0
	2005	1 244-1 684	1 463.9	52.3	1 293 (625)	50.1 (56.3)	154 (61)	46.8	50 (17)	46.3	21 (6)	51.2
	2006	1 289-1 744	1 516.2	52.3	1 317 (626)	50.1 (55.8)	167 (63)	49.4	56 (22)	48.7	23 (6)	46.9
Countries with economies in transition	2002	162-220	191.0	7.1	267 (53)	10.8 (5.2)	21 (3)	6.5	7 (1)	6.4	3 (1)	7.3
	2003	161-218	189.9	7.0	262 (55)	10.5 (5.3)	27 (3)	8.1	7 (1)	6.0	3 (1)	7.3
	2004	162-219	190.0	7.0	258 (56)	10.3 (5.3)	29 (2)	8.8	7 (1)	6.1	3 (1)	7.7
	2005	167-226	196.8	7.0	262 (61)	10.2 (5.5)	34 (3)	10.3	9 (1)	8.3	3 (1)	7.3
	2006	173-234	203.8	7.0	263 (66)	10.0 (5.9)	33 (2)	9.8	9 (0)	7.8	2 (0)	4.1
Total	2002	2 295-3 105	2 699.8	100.0	2 480 (1 017)	100.0 (100.0)	324 (108)	100.0	109 (28)	100.0	41 (8)	100.0
	2003	2 295-3 105	2 700.0	100.0	2 489 (1 040)	100.0 (100.0)	333 (111)	100.0	117 (33)	100.0	41 (9)	100.0
	2004	2 295-3 105	2 700.0	100.0	2 513 (1 063)	100.0 (100.0)	331 (121)	100.0	115 (36)	100.0	39 (10)	100.0
	2005	2 380-3 220	2 800.0	100.0	2 579 (1 110)	100.0 (100.0)	329 (117)	100.0	108 (35)	100.0	41 (12)	100.0
	2006	2 465-3335	2 900.0	100.0	2 631(1 122)	100.0(100.0)	338 (111)	100.0	115 (40)	100.0	49 (13)	100.0

Female representation among staff under the system of desirable ranges

70. Since the forty-fifth session of the General Assembly, and in compliance with resolution 45/239 C, resolution 55/258, section XIV, paragraph 2, and resolution 57/305, section II, paragraphs 39 to 41, the Secretary-General has continued to report on efforts made to increase the number of women in posts subject to geographical distribution in the Secretariat, particularly in senior and policymaking posts. During the period from 1 July 2002 to 30 June 2006, the number of female staff members in the D-1 grade and above increased by five, from 106 to 111. Tables A.7 and A.9.B of annex II show staff in posts with special language requirements by nationality, grade and gender. The proportion of female staff in posts subject to geographical distribution for the five-year period from 2002 to 2006 is illustrated in Figure XVI below.

Figure XVI
Proportion of female and male staff in posts subject to geographical distribution



Year	2002	2003	2004	2005	2006
Female staff	1022	1040	1063	1110	1122
Male staff	1470	1451	1452	1471	1512

71. The number and percentage of female staff in posts subject to geographical distribution and in posts with special language requirements, by grade, are shown in table 6, which compares data for 1996 and 2006.

Table 6
Female staff by grade in posts subject to geographical distribution and posts with special language requirements

	Geographical posts				*Language posts*[a]			
	1996		*2006*		*1996*		*2006*	
Grade	*Number*	*Percentage*	*Number*	*Percentage*	*Number*	*Percentage*	*Number*	*Percentage*
USG	1	4.8	6	21.4	—	—	—	—
ASG	1	6.7	7	31.8	—	—	—	—
D-2	14	19.7	27	40.9	—	—	—	—
D-1	43	19.3	71	31.7	—	—	—	—
P-5	130	27.8	176	34.9	48	34.5	54	40.0
P-4	240	34.9	304	42.1	120	34.2	142	39.1
P-3	265	40.6	327	48.7	127	36.0	133	42.6
P-2	188	49.7	204	51.4	32	55.2	20	57.1
P-1	—	—			—	—	—	—
Total	**882**	**35.1**	**1 122**	**42.6**	**327**	**36.3**	**349**	**41.3**

[a] Language posts are exclusively at the P-2 to P-5 levels.

72. Table A.5 of annex II provides details on the 219 appointments to posts subject to geographical distribution, by nationality, grade and gender, for the period from 1 July 2005 to 30 June 2006. Table 7 provides a condensed version of the same data.

Table 7

Staff newly appointed to posts subject to geographical distribution by gender, grade and number of nationalities represented (1 July 2005-30 June 2006)[a]

	Female			*Male*		
Grade	*Number appointed*	*Percentage of total*	*Number of nationalities represented*	*Number appointed*	*Percentage of total*	*Number of nationalities represented*
USG	2	18.2	2	9	81.8	9
ASG	0	0.0	0	2	100.0	2
D-2	1	14.3	1	6	85.7	6
D-1	3	23.1	3	10	76.9	7
P-5	5	20.0	5	20	80.0	18
P-4	14	35.9	11	25	64.1	19
P-3	16	34.0	14	31	66.0	23
P-2	42	56.0	23	33	44.0	17
P-1	—	—	—	—	—	—
Total	**83**	**37.9**	**40**	**136**	**62.1**	**59**

[a] Does not include serving staff who already had the appointment status "geography".

73. Table A.9 of annex II shows the gender distribution of staff in the Secretariat by department or office and by grade as at 30 June 2006. Section A of the table reports on staff in posts subject to geographical distribution, and section B provides data on staff in posts with special language requirements.

Recruitment of staff under the system of desirable ranges

74. During the period from 1 July 2005 to 30 June 2006, 219 appointments were made under the system of desirable ranges (see annex II, table A.5). Of that total, 4 appointments (1.8 per cent) were of nationals of unrepresented Member States, 19 (8.7 per cent) were of nationals of underrepresented Member States, 146 (66.6 per cent) were of nationals of Member States that were within the desirable range and 49 (22.4) were of nationals of Member States that were overrepresented as at 30 June 2005.

75. Of the 219 appointments, 78 (35.6 per cent) were of candidates who had been successful in national competitive examinations for posts in the P-2 and P-3 grades. A total of 44 (56.4 per cent) of the 78 successful candidates in the examinations were women.

76. In 2005, 44 Member States participated in national competitive examinations (Andorra, Angola, Antigua and Barbuda, Bahrain, Barbados, Botswana, Brunei Darussalam, Cape Verde, the Comoros, Equatorial Guinea, the Gambia, Greece, Grenada, Guatemala, Israel, Japan, Kiribati, the Lao People's Democratic Republic, Liechtenstein, Maldives, Malta, the Marshall Islands, Mauritius, Mexico, Micronesia (Federated States of), Monaco, Norway, Oman, Palau, Panama, Portugal, the Republic of Korea, the Republic of Moldova, Saint Lucia, Samoa, San Marino, Saudi Arabia, Solomon Islands, Switzerland, Tajikistan, Tonga, Tuvalu, the United

States of America and Viet Nam). These are unrepresented and underrepresented Member States and those in danger of becoming unrepresented or underrepresented. Examinations were given in seven occupational groups.[8] A total of 121 candidates from the 2005 examinations were successful: 10 have been placed, 2 were no longer available and 20 of the remaining 109 candidates on the roster are in the process of being recruited.

77. Of the 219 staff appointed, 83 (37.9 per cent) were women, of whom 52 were from developed countries, 25 were from developing countries and 6 were from countries with economies in transition.

78. Among the 78 national competitive examination candidates, 32 (43.2 per cent) of the P-2 candidates were recruited by offices away from Headquarters, while 42 (56.8 per cent) were recruited for posts in New York. All four P-3 candidates were recruited at an office away from Headquarters. Table 8 presents placement data, by entity, for the period from July 2005 to June 2006.

Table 8
National competitive examination placement by entity (1 July 2005-30 June 2006)

Department/office	*P-2*	*P-3*
Department of Economic and Social Affairs	15	
Department of Management	8	
Department of Peacekeeping Operations	6	
Department of Political Affairs	1	
Department of Public Information	8	
Directorate of Security	1	
Economic and Social Commission for Asia and the Pacific	3	
Economic and Social Commission for Western Asia	3	
Economic Commission for Africa	5	
Economic Commission for Europe	2	
Economic Commission for Latin America and the Caribbean	2	
Office for the Coordination of Humanitarian Affairs		1
Office of Legal Affairs	3	
Office of the United Nations High Commissioner for Human Rights	9	1
United Nations Conference on Trade and Development	2	
United Nations Office at Geneva	2	
United Nations Office at Nairobi	2	
United Nations Office at Vienna	2	1
United Nations Office on Drugs and Crime		1
Total	**74**	**4**

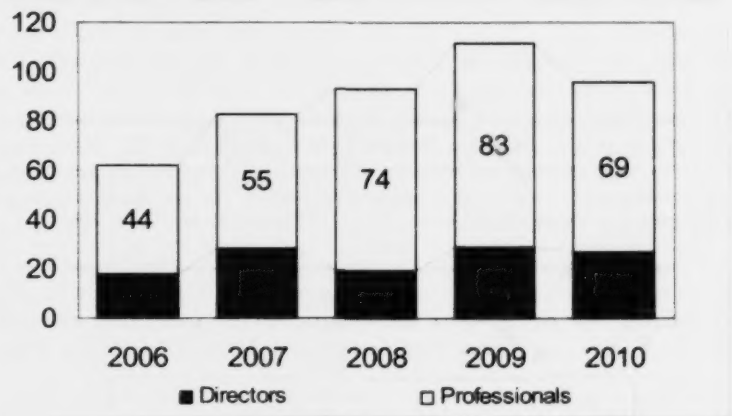
[8] Architecture, demography, library, security, science and technology, statistics and web design.

Forecasts of anticipated retirements of Secretariat staff under the system of desirable ranges

79. Of the current 2,634 staff on posts subject to geographical distribution, 446 will retire between 2006 and 2010 (18.1 per cent). Retirements will average 93 staff members a year, ranging from a low of 62 in 2006 to a high of 112 in 2009. Figure XVII indicates the breakdown between the Director and Professional categories.

80. All currently serving staff on posts subject to geographical distribution from three Member States (Chad, Sierra Leone and Tuvalu) will retire in the next five years, while seven Member States (Afghanistan, Cambodia, China, Panama, Poland, the United Kingdom of Great Britain and Northern Ireland and the United States of America) may become underrepresented if the numbers of nationals expected to retire during this period are not balanced by a similar number of new recruitments from those Member States. The proportion of currently serving nationals of 49 Member States expected to retire by 2010 is between 21 and 50 per cent, of 24 Member States between 11 and 20 per cent and of 15 Member States up to 10 per cent. There will be no expected retirements for staff from 59 Member States in the next five years.

Figure XVII
Anticipated retirements by category for staff under the system of desirable ranges
(Total anticipated retirements: 446)



III. Responses to requests contained in resolutions of the General Assembly

A. Implementation of human resources action plans

81. In accordance with the request of the General Assembly in its resolution 57/305 for the Secretary-General to report annually on progress made by departments in the implementation of their human resources action plans, the present report provides information on the status of the implementation of the human resources action planning system during the current planning cycle.

82. Human resources action planning was introduced in 1999 throughout the Secretariat. The departmental human resources action plans are biennial compacts between the heads of the participating departments/offices and the Assistant Secretary-General for Human Resources Management. The action plans, which include organizational human resources management goals based on the relevant mandates of the General Assembly, help to guide programme managers in their human resources management activities during the two-year planning cycle.

83. In its resolution 59/266, the General Assembly requested the Secretary-General to continue to improve the effectiveness of human resources action plans for achieving the human resources objectives of the Organization. In response, and in cooperation with departments and offices, an expanded action plan was introduced for the fourth planning cycle (2005-2006), including additional human resources management areas and accountability targets.

84. A review of progress in achieving the planning goals during the first year of the current action plan cycle has been completed by the Office of Human Resources Management in cooperation with participating departments and offices. Departmental mid-cycle scorecards have been submitted to the Management Performance Board, which advises the Secretary-General on matters concerning the performance of individual senior managers. At its meeting in July 2006, the Board noted that although certain departments had made good progress in attaining goals, overall performance needed improvement, especially in the areas of geographic representation and gender balance.

85. Additional information on the human resources action plans is provided in the sections on human resources planning and monitoring of the Secretary-General's reports entitled "Human resources management reform" (A/61/228), "Investing in people" (A/61/255) and "Management Performance Board" (A/61/319).

B. Analysis of the level of underrepresentation

86. The General Assembly, in section IV, paragraph 8, of its resolution 59/266, requested the Secretary-General to include an analysis of the level of underrepresentation in the next report on the composition of the Secretariat. Such an analysis is presented below. For the purpose of the analysis, the level of underrepresentation is defined as the difference between the number of a Member State's nationals who are active staff in the Secretariat under the system of desirable ranges and the lower limit of the Member State's desirable range. The analysis

covers staff under the system of desirable ranges on posts subject to geographical distribution over a five-year period (2002-2006).

87. The increase in the number of unrepresented and underrepresented Member States from 27 in 2002 to 29 in 2006 and the creation of 300 additional posts under the system of desirable ranges has resulted in an increase in the overall number of recruitments that is required to bring all existing unrepresented and underrepresented Member States within range. That number rose from 194 in 2002 to 217 in 2006.

88. A review of unrepresented and underrepresented Member States during the period 2002-2006 indicates that they fall within three groups. The first group comprises Member States with the following characteristics: (a) the changes in their representation status were caused by small changes, not exceeding three, in the number of their nationals; and (b) the changes were occasional and resulted in a status of underrepresentation for not more than two consecutive years between 2002 and 2006. Andorra, Angola, Antigua and Barbuda, the Comoros, Liechtenstein, the Republic of Moldova and Uzbekistan, which have been unrepresented between 2002 and 2006, and Brazil, the Democratic People's Republic of Korea, Greece, the Libyan Arab Jamahiriya, Portugal and Qatar, which have been underrepresented during the same period, are in this group of Member States.

89. The second group of Member States consists of those that have been unrepresented and underrepresented for at least four years over the 2002-2006 period and are underrepresented by 3 to 15 staff members. They comprise 13 unrepresented Member States (Bahrain, Brunei Darussalam, Guinea-Bissau, Kiribati, the Marshall Islands, Monaco, Nauru, Palau, Samoa, Sao Tome and Principe, Timor-Leste, Turkmenistan and the United Arab Emirates) and 6 underrepresented Member States (Kuwait, Mexico, Norway, the Republic of Korea, Saudi Arabia and Switzerland).

90. The third group comprises one underrepresented Member State, Japan, which has been chronically underrepresented for a long period of time by a number greater than the number of its nationals on board.

91. The situation of non-representation and underrepresentation can be monitored through a number of indicators. The first, which is reported annually in the report on the composition of the Secretariat, identifies the number of Member States that are unrepresented or underrepresented. The number of unrepresented Member States has increased from 16 in 2002 to 18 in 2006, while the number of underrepresented Member States during the same period has remained unchanged at 11.

92. Another indicator of underrepresentation is the total number of staff on board from underrepresented Member States and their proportion relative to the total number of staff in posts subject to geographical distribution. In 2002, of the total of 2,492 staff in posts subject to geographical distribution, 368 were from underrepresented Member Sates (14.8 per cent). In 2006 that number has decreased to 207 (7.8 per cent of the 2,634 staff in posts subject to geographical distribution). This constitutes a decrease of 43 per cent between 2002 and 2006.

93. The number of recruitments required to bring all current unrepresented Member States within range is 26. The number of recruitments required to bring all current underrepresented Member States within range is 187, of which 162 relate to Japan.

94. For an individual Member State, the level of underrepresentation may be measured by the difference between the number of its nationals who are active staff and the lower limit of its desirable range. In the second and third groups of Member States, the level of underrepresentation has increased for Japan (from 145 in 2002 to 162 in 2006), Kuwait (from 1 in 2002 to 4 in 2006), Mexico (from 0 in 2002 to 6 in 2006) and Saudi Arabia (from 2 in 2002 to 7 in 2006). The level of underrepresentation has decreased for Norway (from 6 in 2002 to 2 in 2006), the Republic of Korea (from 8 in 2002 to 2 in 2006) and Switzerland (from 10 in 2003 to 3 in 2006). More details are found in table 9. This situation calls for greater efforts to bring the representation status within range. For example, although the total number of staff in posts subject to geographical distribution has increased from 2,492 in 2002 to 2,634 in 2006, the number of nationals of Japan has gone down by one, from 111 in 2002 to 110 in 2006, bringing the percentage of its presence in staff in posts subject to geographical distribution to 4.1 per cent in 2006, down from 4.4 per cent in 2002. Enhanced efforts are needed to bring the representation of Japan within range in 2006.

95. As previously indicated, changes in the representation status of a Member State may result from several factors: the appointment or separation of staff; adjustment of the desirable range because of an increase or decrease in the number of posts subject to geographical distribution; changes in the number of Member States; changes in the scale of assessments; changes in the population of Member States; or changes in the status of individual staff members (such as departure on secondment or special leave without pay, return from secondment or special leave, or change in nationality).

96. As indicated above, representation status is affected by staff movements, specifically appointments and separations. There were six appointments of staff from unrepresented Member States between 2002 and 2006 (an average of one per year) and 114 from underrepresented Member States (an average of 23 per year). The 120 nationals recruited from unrepresented and underrepresented Member States between 2002 and 2006 represent 12.4 per cent of the total. The number of nationals recruited from overrepresented Member States over the same period stood at 196 (20.3 per cent) and from Member States within range 648 (67.1 per cent). As a result of the small number of nationals recruited from unrepresented and underrepresented Member States the proportion of nationals of underrepresented Member States relative to the total of staff subject to the system of the desirable ranges has changed from 14.8 per cent (368 staff) in 2002 to 7.9 per cent (207 staff) in 2006. A reduction in the number of unrepresented and underrepresented Member States will require a higher proportion of recruitments from those States.

97. Within the next five years (2006-2010), 446 staff in the system of desirable ranges will retire (18.1 per cent of 2,634). This will create opportunities to improve the current geographical distribution of staff. Expected retirements from underrepresented Member States in the second and third groups number 10 for Japan, 5 for Switzerland, 4 for Mexico and 1 each for Saudi Arabia and the Republic of Korea.

98. The issue of equitable geographic distribution continues to be a high priority for the Secretary-General and is addressed in a variety of ways. Among them is the human resources action plan, by which heads of departments and offices undertake to increase the number of recruitments of candidates from unrepresented and

underrepresented Member States for posts subject to geographical distribution. The progress made in achieving goals in departmental human resources action plans is now monitored by the Management Performance Board, which is chaired by the Deputy Secretary-General.

99. Other mechanisms include the staff selection system, by which heads of department and office are required to certify that they have taken into account the Organization's human resources objectives and targets as reflected in the departmental action plans, especially with regard to geography. The Galaxy e-staffing system has been enhanced to include a special feature that highlights candidates from unrepresented and underrepresented Member States and also offers a search function to help managers identify candidates by nationality. Periodic meetings are held with representatives from unrepresented and underrepresented Member States to inform them of measures taken to recruit nationals from such States, to learn about their concerns and to identify areas of collaboration. In addition, a small number of recruitment missions have been organized.

100. Another important means of addressing geographical representation is the national competitive examination offered annually to Member States that are unrepresented, underrepresented or in danger of falling below their desirable range. Staff recruited through the examination are given geographic status. Additionally, a fast-track pilot project was proposed by the Secretary-General in his report entitled "Improvement of equitable geographical representation in the United Nations Secretariat" (A/59/264) as a new measure to assist in reducing the level of underrepresentation of Member States and the number of unrepresented Member States. In response, the General Assembly, in its resolution 59/266, authorized the Secretary-General, for a trial period of two years during which the procedures would be fully developed, to establish a special roster of candidates from unrepresented and underrepresented Member States for a number of posts at the P-4 and P-5 levels only, until such Member States are within the desirable ranges. Additional information is provided in the Secretary-General's report on human resources management reform (A/61/228).

Table 9

Level of underrepresentation of Member States in the second and third groups[a]

	30/06/2002			30/06/2003			30/06/2004			30/06/2005			30/06/2006		
Country	*Range*	*Staff*	*Level of under-representation*	*Range*	*Staff*	*Level of under-representation*	*Range*	*Staff*	*Level of under-representation*	*Range*	*Staff*	*Level of under-representation*	*Range*	*Staff*	*Level of under-representation*
Kuwait	3-14	2	1	3-14	2	1	3-14	1	2	4-14	1	3	4-14	0	4
Mexico	19-20	19	0	19-29	15	4	30-41	16	14	32-43	19	13	33-44	27	6
Norway	11-20	5	6	10-20	5	5	11-21	8	3	12-21	9	3	12-22	10	2
Republic of Korea	29-40	23	6	29-39	24	5	1-14	1	0	2-14	1	1	2-14	0	2
Saudi Arabia	10-19	8	2	10-19	7	3	12-22	7	5	13-22	6	7	13-23	5	7
Switzerland				20-29	10	10	19-28	11	8	20-29	18	2	21-30	18	3
Japan	256-346	111	145	251-339	112	139	253-342	110	143	262-355	111	151	272-367	110	162

[a] See paras. 89 and 90 above.

C. Definition of language posts

101. In response to the request made by the General Assembly in section II, paragraph 7, of its resolution 59/266, the following paragraphs present a definition of language posts in the Secretariat.

102. It should be recalled that, since the beginning of the Organization, language posts have been considered separate from other posts due to the need to provide the linguistic expertise necessary for the proper servicing of conferences and the production of documents in all the official languages of the Organization. Professional language posts and their incumbents have traditionally been excluded from the principle of equitable geographical distribution, which is now implemented through the system of desirable ranges.[9]

103. Initially, the term "language posts" referred to regular budget posts at the Professional level, up to P-5, in conference services in New York and offices away from Headquarters. This group of posts was subsequently extended to include posts that are jointly financed with other entities using the Organization's conferences services, especially at duty stations outside New York, or posts financed through extrabudgetary resources and established for at least one year.

104. Staff recruited to serve in such posts are considered "language staff" and as such are subject to a special regime which is set out in administrative instruction ST/AI/2000/1. As repeatedly reaffirmed by the General Assembly, appointment to posts requiring special language competence for conference services is made exclusively through competitive examination.[10] A competitive language examination is administered for that purpose for interpreters, translators/précis-writers, editors, verbatim reporters and proofreaders/copy preparers.

105. Language posts should be distinguished from other posts which may require special linguistic knowledge in departments or offices outside conference services. If the latter posts are at the Professional level or above under the regular budget, they are considered posts subject to equitable geographical distribution. Appointment to one of these posts would be subject to the application of the system of desirable ranges and, if at the P-2 level, would require the candidate to be successful in a competitive national examination. Candidates selected for one of these posts would not be considered language staff.

106. Against this background, the following definition of language posts is considered appropriate:

> Posts at the Professional level requiring special language skills in the conference servicing area (interpreters, translators/précis-writers, editors, verbatim reporters, proofreaders/copy preparers, revisers and terminologists) who are recruited through competitive language examinations.

[9] See, for instance, the record of the discussions in the Fifth Committee at the third session of the General Assembly on the subject of the composition of the Secretariat and the principle of geographical distribution (*Official Records of the Third Session of the General Assembly, Part I, Fifth Committee, Summary records of meetings, 21 September-10 December 1948*, p. 110).

[10] See, for instance, resolution 51/226, section III.B, paragraph 15, resolution 53/221, section V, paragraph 17, and resolution 55/258, section IV, paragraph 13.

IV. Conclusions

107. In support of the Secretary-General's vision of an integrated global Secretariat, the present report on the composition of the Secretariat provides for the first time information relating to all staff with contracts as at 30 June 2006 irrespective of source of funding, type of engagement, duration of contract, level or duty station. The population used in previous reports was based on staff with contracts of one year or more as recorded in IMIS.

108. Pursuant to section XVIII of General Assembly resolution 59/266, in which the Assembly requested the Secretary-General to submit consolidated reports, as appropriate, addenda[11] to the present report on the following subjects are before the Assembly: gratis personnel provided by Governments and other entities (A/61/257/Add.1), employment of retired former staff (A/61/257/Add.2) and employment of consultants and individual contractors (A/61/257/Add.3).

109. **The Secretary-General invites the General Assembly to take note of the present report.**

[11] The General Assembly established an annual reporting period for the composition of the Secretariat report covering 1 July-30 June (A/8604, para. 37) and requested biennial reports on gratis personnel provided by Governments and other entities (resolution 57/281B, para. 2), on the employment of retired former staff (decision 51/408, para. (f), and resolution 59/266, sect. XII, para. 7) and on consultants and individual contractors (resolution 57/305, sect. V, para. 8).

Annex I

System of desirable ranges

Method of calculation of the midpoint and ranges

1. Three factors are used to calculate the midpoint of the desirable range: the membership factor, the contribution factor and the population factor.

2. The membership factor is defined by the number of Member States and is the same for each Member State. It accounts for 40 per cent of the base figure and is equal to 6.1 posts for each Member State, which is the total number of posts for this factor (40 per cent of 2,900 = 1,160 posts), divided by the number of Member States (191).

3. The contribution factor is based on the latest scale of assessments agreed by the General Assembly; the number of allotted posts for each Member State varies proportionally. The contribution factor is different for each Member State, it represents the total number of posts for the factor (55 per cent of 2,900 = 1,595 posts) divided by 100 and multiplied by the Member State's latest assessment percentage.

4. The population factor is based on the proportion of each Member State's population as compared with the global population of all Member States. The figures are based on United Nations statistics (population and vital statistics report) for each country. This factor is equal to the total number of posts for the population factor (5 per cent of 2,900 = 145 posts) divided by total population of all Member States and multiplied by the population of the relevant Member State.

5. Once the three factors have been calculated, the midpoint of the range is derived by adding the individual Member State's share of the membership factor, the contribution factor and the population factor. The upper and lower limits of each range are determined by adding or subtracting 15 per cent from the midpoint of the range. The General Assembly, in its resolution 42/220 A, specified that this adjustment has a minimum of 4.8 posts and an upper limit of not less than 14 posts.

Calculation of the weighted ranges

6. Table A.8 provides data pertinent to the application of the system of desirable ranges for the geographical distribution of staff. It also shows the weighted distribution of staff and the weighted staff position for each Member State, in points.

7. As indicated in table A.11 of annex II, the percentage of total staff in each grade (column 2) is applied to the base figure of 2,900 (column 3). The resulting figure is weighted by the gross salary per annum in United States dollars divided by 1,000 (column 4) to produce a weighted base figure (column 5). As at 30 June 2006, the weighted average value of each post was 83.56 points (242,315/2,900). Accordingly, the weighted membership factor was 96,926 points (40 per cent of 242,315), the weighted population factor was 12,116 points (5 per cent) and the weighted contribution factor was 133,273 points (55 per cent). The above figures represent the global numbers; for each Member State a separate calculation based on the same factors results in a weighted base figure. The weighted midpoint shown in table A.8 of annex II represents the sum of the weighted membership, population

and contribution factors, and the weighted range is calculated as 15 per cent upward and downward (but not less than 401 points up and down (4.8 x 83.56), with the upper limit being not less than 1,253 points (14 x 83.56)). The weighted staff position for each Member State comprises the total number of staff of that country by grade, multiplied by the gross annual salary by grade.

Annex II

Comprehensive statistical tables

Table A.1

All staff under contract with the United Nations Secretariat by nationality, category and gender as at 30 June 2006

Country of nationality	Professional and higher categories				200 series				General Service and related categories				Total				
	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	Country (percentage)
Afghanistan	0	7	7	0.00	0	2	2	0.00	41	712	753	5.44	41	721	762	5.38	2.49
Albania	9	9	18	50.00	1	0	1	100.00	11	11	22	50.00	21	20	41	51.22	0.13
Algeria	7	18	25	28.00	1	1	2	50.00	11	24	35	31.43	19	43	62	30.65	0.20
Andorra	0	1	1	0.00	0	0	0	0.00	0	0	0	0.00	0	1	1	0.00	0.00
Angola	0	0	0	0.00	0	0	0	0.00	1	12	13	7.69	1	12	13	7.69	0.04
Antigua and Barbuda	1	1	2	50.00	0	1	1	0.00	2	2	4	50.00	3	4	7	42.86	0.02
Argentina	53	49	102	51.96	4	13	17	23.53	32	31	63	50.79	89	93	182	48.90	0.60
Armenia	2	6	8	25.00	0	0	0	0.00	3	4	7	42.86	5	10	15	33.33	0.05
Australia	60	101	161	37.27	8	14	22	36.36	33	43	76	43.42	101	158	259	39.00	0.85
Austria	34	42	76	44.74	4	8	12	33.33	128	138	266	48.12	166	188	354	46.89	1.16
Azerbaijan	3	4	7	42.86	0	1	1	0.00	1	1	2	50.00	4	6	10	40.00	0.03
Bahamas	8	2	10	80.00	0	0	0	0.00	2	0	2	100.00	10	2	12	83.33	0.04
Bahrain	1	2	3	33.33	0	0	0	0.00	5	2	7	71.43	6	4	10	60.00	0.03
Bangladesh	4	49	53	7.55	2	5	7	28.57	3	22	25	12.00	9	76	85	10.59	0.28
Barbados	3	2	5	60.00	1	0	1	100.00	9	39	48	18.75	13	41	54	24.07	0.18
Belarus	1	17	18	5.56	1	0	1	100.00	5	3	8	62.50	7	20	27	25.93	0.09
Belgium	47	61	108	43.52	7	19	26	26.92	23	13	36	63.89	77	93	170	45.29	0.56
Belize	1	2	3	33.33	0	0	0	0.00	3	1	4	75.00	4	3	7	57.14	0.02
Benin	4	23	27	14.81	0	3	3	0.00	8	6	14	57.14	12	32	44	27.27	0.14
Bhutan	0	6	6	0.00	1	0	1	100.00	4	4	8	50.00	5	10	15	33.33	0.05
Bolivia	5	6	11	45.45	3	4	7	42.86	12	5	17	70.59	20	15	35	57.14	0.11
Bosnia and Herzegovina	6	8	14	42.86	0	1	1	0.00	34	49	83	40.96	40	58	98	40.82	0.32
Botswana	4	2	6	66.67	0	0	0	0.00	1	0	1	100.00	5	2	7	71.43	0.02
Brazil	33	46	79	41.77	6	5	11	54.55	27	19	46	58.70	66	70	136	48.53	0.45
Brunei Darussalam	0	1	1	0.00	0	0	0	0.00	0	0	0	0.00	0	1	1	0.00	0.00
Bulgaria	13	28	41	31.71	1	3	4	25.00	5	5	10	50.00	19	36	55	34.55	0.18
Burkina Faso	8	20	28	28.57	0	2	2	0.00	5	7	12	41.67	13	29	42	30.95	0.14
Burundi	6	12	18	33.33	0	1	1	0.00	118	252	370	31.89	124	265	389	31.88	1.27

Country of nationality	Professional and higher categories				200 series				General Service and related categories				Total				
	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	Country (percentage)
Cambodia	1	4	5	20.00	0	2	2	0.00	5	4	9	55.56	6	10	16	37.50	0.05
Cameroon	16	52	68	23.53	1	6	7	14.29	25	22	47	53.19	42	80	122	34.43	0.40
Canada	113	220	333	33.93	12	35	47	25.53	115	86	201	57.21	240	341	581	41.31	1.90
Cape Verde	1	7	8	12.50	0	0	0	0.00	2	1	3	66.67	3	8	11	27.27	0.04
Central African Republic	0	4	4	0.00	1	0	1	100.00	14	39	53	26.42	15	43	58	25.86	0.19
Chad	0	7	7	0.00	0	1	1	0.00	0	2	2	0.00	0	10	10	0.00	0.03
Chile	24	33	57	42.11	3	17	20	15.00	152	139	291	52.23	179	189	368	48.64	1.20
China	95	150	245	38.78	3	4	7	42.86	56	52	108	51.85	154	206	360	42.78	1.18
Colombia	28	19	47	59.57	6	3	9	66.67	34	33	67	50.75	68	55	123	55.28	0.40
Comoros	0	3	3	0.00	1	0	1	100.00	1	0	1	100.00	2	3	5	40.00	0.02
Congo	5	10	15	33.33	0	1	1	0.00	6	5	11	54.55	11	16	27	40.74	0.09
Costa Rica	3	5	8	37.50	0	3	3	0.00	2	2	4	50.00	5	10	15	33.33	0.05
Côte d'Ivoire	4	34	38	10.53	0	3	3	0.00	127	365	492	25.81	131	402	533	24.58	1.74
Croatia	11	14	25	44.00	0	2	2	0.00	37	44	81	45.68	48	60	108	44.44	0.35
Cuba	9	11	20	45.00	0	0	0	0.00	4	4	8	50.00	13	15	28	46.43	0.09
Cyprus	2	3	5	40.00	0	0	0	0.00	31	52	83	37.35	33	55	88	37.50	0.29
Czech Republic	6	8	14	42.86	0	0	0	0.00	8	9	17	47.06	14	17	31	45.16	0.10
Democratic Republic of the Congo	5	16	21	23.81	0	5	5	0.00	288	1 667	1 955	14.73	293	1 688	1 981	14.79	6.48
Denmark	14	43	57	24.56	14	17	31	45.16	6	17	23	26.09	34	77	111	30.63	0.36
Djibouti	1	5	6	16.67	0	0	0	0.00	0	1	1	0.00	1	6	7	14.29	0.02
Dominica	0	3	3	0.00	0	0	0	0.00	0	5	5	0.00	0	8	8	0.00	0.03
Dominican Republic	2	4	6	33.33	0	0	0	0.00	9	6	15	60.00	11	10	21	52.38	0.07
Ecuador	9	8	17	52.94	1	4	5	20.00	15	7	22	68.18	25	19	44	56.82	0.14
Egypt	53	89	142	37.32	2	9	11	18.18	22	57	79	27.85	77	155	232	33.19	0.76
El Salvador	6	7	13	46.15	0	0	0	0.00	15	5	20	75.00	21	12	33	63.64	0.11
Equatorial Guinea	1	2	3	33.33	0	0	0	0.00	0	0	0	0.00	1	2	3	33.33	0.01
Eritrea	2	7	9	22.22	1	0	1	100.00	75	121	196	38.27	78	128	206	37.86	0.67
Estonia	2	4	6	33.33	0	0	0	0.00	0	2	2	0.00	2	6	8	25.00	0.03
Ethiopia	17	46	63	26.98	2	9	11	18.18	287	339	626	45.85	306	394	700	43.71	2.29
Fiji	7	10	17	41.18	0	3	3	0.00	4	64	68	5.88	11	77	88	12.50	0.29
Finland	22	22	44	50.00	11	4	15	73.33	4	33	37	10.81	37	59	96	38.54	0.31
France	295	258	553	53.35	41	52	93	44.09	379	323	702	53.99	715	633	1348	53.04	4.41
Gabon	1	6	7	14.29	0	1	1	0.00	1	0	1	100.00	2	7	9	22.22	0.03

Country of nationality	Professional and higher categories				200 series				General Service and related categories				Total				
	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	Country (percentage)
Gambia	5	16	21	23.81	0	1	1	0.00	3	3	6	50.00	8	20	28	28.57	0.09
Georgia	1	5	6	16.67	0	0	0	0.00	31	77	108	28.70	32	82	114	28.07	0.37
Germany	124	154	278	44.60	29	37	66	43.94	41	27	68	60.29	194	218	412	47.09	1.35
Ghana	12	60	72	16.67	1	6	7	14.29	43	78	121	35.54	56	144	200	28.00	0.65
Greece	10	16	26	38.46	1	3	4	25.00	18	12	30	60.00	29	31	60	48.33	0.20
Grenada	0	3	3	0.00	0	0	0	0.00	4	3	7	57.14	4	6	10	40.00	0.03
Guatemala	3	5	8	37.50	0	1	1	0.00	17	27	44	38.64	20	33	53	37.74	0.17
Guinea	0	10	10	0.00	0	4	4	0.00	1	5	6	16.67	1	19	20	5.00	0.07
Guinea-Bissau	2	5	7	28.57	0	0	0	0.00	1	2	3	33.33	3	7	10	30.00	0.03
Guyana	15	7	22	68.18	0	0	0	0.00	32	22	54	59.26	47	29	76	61.84	0.25
Haiti	4	5	9	44.44	1	0	1	100.00	185	435	620	29.84	190	440	630	30.16	2.06
Honduras	1	9	10	10.00	0	0	0	0.00	9	13	22	40.91	10	22	32	31.25	0.10
Hungary	5	11	16	31.25	1	1	2	50.00	2	4	6	33.33	8	16	24	33.33	0.08
Iceland	1	6	7	14.29	0	0	0	0.00	1	10	11	9.09	2	16	18	11.11	0.06
India	43	133	176	24.43	7	20	27	25.93	80	203	283	28.27	130	356	486	26.75	1.59
Indonesia	10	12	22	45.45	1	1	2	50.00	18	21	39	46.15	29	34	63	46.03	0.21
Iran (Islamic Republic of)	10	9	19	52.63	3	5	8	37.50	11	8	19	57.89	24	22	46	52.17	0.15
Iraq	4	11	15	26.67	0	4	4	0.00	57	174	231	24.68	61	189	250	24.40	0.82
Ireland	22	45	67	32.84	4	3	7	57.14	29	39	68	42.65	55	87	142	38.73	0.46
Israel	5	14	19	26.32	0	0	0	0.00	15	22	37	40.54	20	36	56	35.71	0.18
Italy	108	120	228	47.37	43	38	81	53.09	84	138	222	37.84	235	296	531	44.26	1.74
Jamaica	14	9	23	60.87	0	2	2	0.00	61	60	121	50.41	75	71	146	51.37	0.48
Japan	87	60	147	59.18	18	16	34	52.94	31	9	40	77.50	136	85	221	61.54	0.72
Jordan	15	27	42	35.71	0	1	1	0.00	46	135	181	25.41	61	163	224	27.23	0.73
Kazakhstan	7	8	15	46.67	2	1	3	66.67	2	0	2	100.00	11	9	20	55.00	0.07
Kenya	71	73	144	49.31	9	15	24	37.50	508	402	910	55.82	588	490	1 078	54.55	3.53
Kuwait	0	0	0	0.00	0	0	0	0.00	0	1	1	0.00	0	1	1	0.00	0.00
Kyrgyzstan	2	5	7	28.57	1	1	2	50.00	0	1	1	0.00	3	7	10	30.00	0.03
Lao People's Democratic Republic	0	1	1	0.00	0	0	0	0.00	0	0	0	0.00	0	1	1	0.00	0.00
Latvia	1	3	4	25.00	0	0	0	0.00	0	1	1	0.00	1	4	5	20.00	0.02
Lebanon	34	28	62	54.84	1	3	4	25.00	181	478	659	27.47	216	509	725	29.79	2.37
Lesotho	3	0	3	100.00	0	0	0	0.00	1	0	1	100.00	4	0	4	100.00	0.01
Liberia	6	9	15	40.00	1	2	3	33.33	169	597	766	22.06	176	608	784	22.45	2.57

Country of nationality	Professional and higher categories				200 series				General Service and related categories				Total				
	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	Country (percentage)
Libyan Arab Jamahiriya	0	3	3	0.00	0	0	0	0.00	1	0	1	100.00	1	3	4	25.00	0.01
Lithuania	2	1	3	66.67	0	0	0	0.00	1	1	2	50.00	3	2	5	60.00	0.02
Luxembourg	1	5	6	16.67	0	3	3	0.00	0	1	1	0.00	1	9	10	10.00	0.03
Madagascar	4	8	12	33.33	1	0	1	100.00	10	4	14	71.43	15	12	27	55.56	0.09
Malawi	1	6	7	14.29	0	1	1	0.00	3	2	5	60.00	4	9	13	30.77	0.04
Malaysia	21	20	41	51.22	2	5	7	28.57	8	13	21	38.10	31	38	69	44.93	0.23
Maldives	1	1	2	50.00	0	0	0	0.00	0	1	1	0.00	1	2	3	33.33	0.01
Mali	9	21	30	30.00	0	6	6	0.00	8	5	13	61.54	17	32	49	34.69	0.16
Malta	3	6	9	33.33	0	0	0	0.00	2	0	2	100.00	5	6	11	45.45	0.04
Mauritania	0	15	15	0.00	0	2	2	0.00	1	1	2	50.00	1	18	19	5.26	0.06
Mauritius	2	8	10	20.00	0	2	2	0.00	5	8	13	38.46	7	18	25	28.00	0.08
Mexico	22	34	56	39.29	1	3	4	25.00	59	26	85	69.41	82	63	145	56.55	0.47
Micronesia (Federated States of)	0	1	1	0.00	0	0	0	0.00	0	0	0	0.00	0	1	1	0.00	0.00
Mongolia	5	7	12	41.67	2	0	2	100.00	5	0	5	100.00	12	7	19	63.16	0.06
Morocco	16	30	46	34.78	3	2	5	60.00	54	133	187	28.88	73	165	238	30.67	0.78
Mozambique	0	6	6	0.00	0	0	0	0.00	3	0	3	100.00	3	6	9	33.33	0.03
Myanmar	3	6	9	33.33	0	1	1	0.00	32	43	75	42.67	35	50	85	41.18	0.28
Namibia	2	3	5	40.00	0	0	0	0.00	4	1	5	80.00	6	4	10	60.00	0.03
Nepal	0	45	45	0.00	1	4	5	20.00	4	34	38	10.53	5	83	88	5.68	0.29
Netherlands	38	72	110	34.55	13	29	42	30.95	17	16	33	51.52	68	117	185	36.76	0.61
New Zealand	17	41	58	29.31	2	9	11	18.18	10	31	41	24.39	29	81	110	26.36	0.36
Nicaragua	4	5	9	44.44	0	0	0	0.00	2	0	2	100.00	6	5	11	54.55	0.04
Niger	4	14	18	22.22	0	0	0	0.00	9	11	20	45.00	13	25	38	34.21	0.12
Nigeria	23	58	81	28.40	1	8	9	11.11	27	52	79	34.18	51	118	169	30.18	0.55
Norway	9	22	31	29.03	12	9	21	57.14	7	31	38	18.42	28	62	90	31.11	0.29
Oman	0	1	1	0.00	0	0	0	0.00	0	0	0	0.00	0	1	1	0.00	0.00
Pakistan	13	58	71	18.31	2	7	9	22.22	6	98	104	5.77	21	163	184	11.41	0.60
Panama	5	5	10	50.00	0	0	0	0.00	5	5	10	50.00	10	10	20	50.00	0.07
Papua New Guinea	0	3	3	0.00	0	0	0	0.00	0	1	1	0.00	0	4	4	0.00	0.01
Paraguay	5	1	6	83.33	0	2	2	0.00	2	3	5	40.00	7	6	13	53.85	0.04
Peru	14	26	40	35.00	2	5	7	28.57	81	59	140	57.86	97	90	187	51.87	0.61
Philippines	52	34	86	60.47	6	4	10	60.00	361	240	601	60.07	419	278	697	60.11	2.28
Poland	9	31	40	22.50	2	2	4	50.00	9	8	17	52.94	20	41	61	32.79	0.20

Country of nationality	Professional and higher categories				200 series				General Service and related categories				Total				
	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	Country (percentage)
Portugal	19	26	45	42.22	2	1	3	66.67	19	22	41	46.34	40	49	89	44.94	0.29
Qatar	0	1	1	0.00	0	0	0	0.00	0	0	0	0.00	0	1	1	0.00	0.00
Republic of Korea	15	27	42	35.71	2	4	6	33.33	2	4	6	33.33	19	35	54	35.19	0.18
Republic of Moldova	0	3	3	0.00	1	1	2	50.00	0	0	0	0.00	1	4	5	20.00	0.02
Romania	16	19	35	45.71	0	3	3	0.00	14	53	67	20.90	30	75	105	28.57	0.34
Russian Federation	34	309	343	9.91	2	4	6	33.33	174	76	250	69.60	210	389	599	35.06	1.96
Rwanda	4	13	17	23.53	1	1	2	50.00	19	38	57	33.33	24	52	78	31.58	0.25
Saint Kitts and Nevis	6	2	8	75.00	0	0	0	0.00	0	0	0	0.00	6	2	8	75.00	0.03
Saint Lucia	1	2	3	33.33	0	0	0	0.00	4	1	5	80.00	5	3	8	62.50	0.03
Saint Vincent and the Grenadines	1	3	4	25.00	0	1	1	0.00	2	5	7	28.57	3	9	12	25.00	0.04
Samoa	0	0	0	0.00	0	0	0	0.00	0	1	1	0.00	0	1	1	0.00	0.00
San Marino	2	0	2	100.00	0	0	0	0.00	0	0	0	0.00	2	0	2	100.00	0.01
Sao Tome and Principe	0	2	2	0.00	0	0	0	0.00	1	0	1	100.00	1	2	3	33.33	0.01
Saudi Arabia	6	1	7	85.71	0	0	0	0.00	0	0	0	0.00	6	1	7	85.71	0.02
Senegal	14	56	70	20.00	1	6	7	14.29	17	38	55	30.91	32	100	132	24.24	0.43
Serbia and Montenegro	5	14	19	26.32	0	0	0	0.00	633	1 599	2 232	28.36	638	1 613	2 251	28.34	7.37
Seychelles	1	5	6	16.67	1	0	1	100.00	4	0	4	100.00	6	5	11	54.55	0.04
Sierra Leone	11	25	36	30.56	3	6	9	33.33	70	158	228	30.70	84	189	273	30.77	0.89
Singapore	11	11	22	50.00	0	0	0	0.00	4	3	7	57.14	15	14	29	51.72	0.09
Slovakia	3	10	13	23.08	0	0	0	0.00	4	6	10	40.00	7	16	23	30.43	0.08
Slovenia	5	3	8	62.50	0	0	0	0.00	1	3	4	25.00	6	6	12	50.00	0.04
Solomon Islands	0	1	1	0.00	0	0	0	0.00	0	0	0	0.00	0	1	1	0.00	0.00
Somalia	3	8	11	27.27	0	3	3	0.00	2	15	17	11.76	5	26	31	16.13	0.10
South Africa	13	35	48	27.08	5	7	12	41.67	11	31	42	26.19	29	73	102	28.43	0.33
Spain	100	112	212	47.17	10	4	14	71.43	66	42	108	61.11	176	158	334	52.69	1.09
Sri Lanka	6	19	25	24.00	2	4	6	33.33	22	53	75	29.33	30	76	106	28.30	0.35
Sudan	7	36	43	16.28	3	7	10	30.00	229	1 026	1 255	18.25	239	1 069	1 308	18.27	4.28
Suriname	2	2	4	50.00	0	0	0	0.00	1	0	1	100.00	3	2	5	60.00	0.02
Swaziland	2	1	3	66.67	0	0	0	0.00	0	0	0	0.00	2	1	3	66.67	0.01
Sweden	47	31	78	60.26	15	13	28	53.57	9	41	50	18.00	71	85	156	45.51	0.51
Switzerland	64	38	102	62.75	12	17	29	41.38	74	69	143	51.75	150	124	274	54.74	0.90
Syrian Arab Republic	18	11	29	62.07	1	1	2	50.00	40	90	130	30.77	59	102	161	36.65	0.53
Tajikistan	1	2	3	33.33	1	1	2	50.00	17	38	55	30.91	19	41	60	31.67	0.20

Country of nationality	Professional and higher categories				200 series				General Service and related categories				Total				
	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	Country (percentage)
Thailand	17	15	32	53.13	2	2	4	50.00	218	168	386	56.48	237	185	422	56.16	1.36
The former Yugoslav Republic of Macedonia	1	7	8	12.50	0	0	0	0.00	9	23	32	28.13	10	30	40	25.00	0.13
Timor-Leste	0	0	0	0.00	0	0	0	0.00	34	191	225	15.11	34	191	225	15.11	0.74
Togo	2	27	29	6.90	0	0	0	0.00	8	9	17	47.06	10	36	46	21.74	0.15
Tonga	1	0	1	100.00	0	0	0	0.00	0	0	0	0.00	1	0	1	100.00	0.00
Trinidad and Tobago	15	13	28	53.57	0	1	1	0.00	58	82	140	41.43	73	96	169	43.20	0.55
Tunisia	13	38	51	25.49	3	5	8	37.50	12	31	43	27.91	28	74	102	27.45	0.33
Turkey	12	15	27	44.44	0	1	1	0.00	10	22	32	31.25	22	38	60	36.67	0.20
Turkmenistan	1	0	1	100.00	0	0	0	0.00	0	0	0	0.00	1	0	1	100.00	0.00
Tuvalu	0	1	1	0.00	0	0	0	0.00	0	0	0	0.00	0	1	1	0.00	0.00
Uganda	19	43	62	30.65	2	4	6	33.33	45	50	95	47.37	66	97	163	40.49	0.53
Ukraine	6	49	55	10.91	2	1	3	66.67	14	16	30	46.67	22	66	88	25.00	0.29
United Kingdom of Great Britain and Northern Ireland	163	254	417	39.09	19	52	71	26.76	187	124	311	60.13	369	430	799	46.18	2.62
United Republic of Tanzania	13	27	40	32.50	1	2	3	33.33	41	44	85	48.24	55	73	128	42.97	0.42
United States of America	466	473	939	49.63	23	39	62	37.10	658	615	1 273	51.69	1 147	1 127	2 274	50.44	7.44
Uruguay	18	22	40	45.00	1	2	3	33.33	20	30	50	40.00	39	54	93	41.94	0.30
Uzbekistan	5	6	11	45.45	0	1	1	0.00	1	2	3	33.33	6	9	15	40.00	0.05
Venezuela (Bolivarian Republic of)	10	17	27	37.04	0	2	2	0.00	7	5	12	58.33	17	24	41	41.46	0.13
Viet Nam	2	4	6	33.33	0	1	1	0.00	1	0	1	100.00	3	5	8	37.50	0.03
Yemen	1	3	4	25.00	0	1	1	0.00	0	4	4	0.00	1	8	9	11.11	0.03
Zambia	8	14	22	36.36	1	0	1	100.00	16	19	35	45.71	25	33	58	43.10	0.19
Zimbabwe	13	22	35	37.14	0	4	4	0.00	13	24	37	35.14	26	50	76	34.21	0.25
Subtotal	**3 181**	**4 993**	**8 174**	**38.92**	**428**	**735**	**1 163**	**36.80**	**7 459**	**13 617**	**21 076**	**35.39**	**11 068**	**19 345**	**30 413**	**36.39**	**99.56**

Country of nationality	Professional and higher categories				200 series				General Service and related categories				Total				
	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	Country (percentage)
Others																	
Palestine	2	9	11	18.18	0	0	0		16	70	86	18.60	18	79	97	18.56	0.32
Stateless	2	5	7	28.57	0	0	0		9	22	31	29.03	11	27	38	28.95	0.12
Subtotal	**4**	**14**	**18**	**22.22**	**0**	**0**	**0**		**25**	**92**	**117**	**21.37**	**29**	**106**	**135**	**21.48**	**0.44**
Total	**3 185**	**5 007**	**8 192**	**38.88**	**428**	**735**	**1163**	**36.80**	**7 484**	**13 709**	**21 193**	**35.31**	**11 097**	**19 451**	**30 548**	**36.33**	**100.00**

Table A.2

All staff under contract with the United Nations Secretariat by department, category and gender as at 30 June 2006

Department	Professional and higher categories				200 series				General Service and related categories				Total				
	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	Department (percentage)
CTED	13	19	32	40.63	0	0	0	0.00	5	1	6	83.33	18	20	38	47.37	0.12
DDA	13	27	40	32.50	0	1	1	0.00	24	2	26	92.31	37	30	67	55.22	0.22
DESA	152	162	314	48.41	108	112	220	49.09	190	58	248	76.61	450	332	782	57.54	2.56
DGACM	331	408	739	44.79	0	0	0	0.00	318	266	584	54.45	649	674	1 323	49.06	4.33
DM	19	23	42	45.24	0	0	0	0.00	35	7	42	83.33	54	30	84	64.29	0.27
DM/CMP	1	4	5	20.00	0	0	0	0.00	5	1	6	83.33	6	5	11	54.55	0.04
DM/OCSS	36	111	147	24.49	0	0	0	0.00	144	251	395	36.46	180	362	542	33.21	1.77
DM/OHRM	58	38	96	60.42	0	0	0	0.00	114	45	159	71.70	172	83	255	67.45	0.83
DM/OPPBA	62	67	129	48.06	0	0	0	0.00	116	56	172	67.44	178	123	301	59.14	0.99
DPA	64	70	134	47.76	0	0	0	0.00	81	10	91	89.01	145	80	225	64.44	0.74
DPI	143	140	283	50.53	0	0	0	0.00	289	173	462	62.55	432	313	745	57.99	2.44
DPKO	141	261	402	35.07	0	0	0	0.00	166	72	238	69.75	307	333	640	47.97	2.10
DSS	15	65	80	18.75	0	0	0	0.00	87	291	378	23.02	102	356	458	22.27	1.50
ECA	77	175	252	30.56	8	25	33	24.24	228	278	506	45.06	313	478	791	39.57	2.59
ECE	35	83	118	29.66	7	15	22	31.82	65	16	81	80.25	107	114	221	48.42	0.72
ECLAC	76	113	189	40.21	11	36	47	23.40	226	167	393	57.51	313	316	629	49.76	2.06
ESCAP	54	124	178	30.34	5	11	16	31.25	214	167	381	56.17	273	302	575	47.48	1.88
ESCWA	44	60	104	42.31	0	3	3	0.00	126	154	280	45.00	170	217	387	43.93	1.27
Ethics	2	1	3	66.67	0	0	0	0.00	1	0	1	100.00	3	1	4	75.00	0.01
FMADPKO																	
BONUCA	3	8	11	27.27	0	0	0	0.00	14	38	52	26.92	17	46	63	26.98	0.21
CNMC	1	7	8	12.50	0	0	0	0.00	3	4	7	42.86	4	11	15	26.67	0.05
MINURSO	6	18	24	25.00	0	0	0	0.00	41	184	225	18.22	47	202	249	18.88	0.82
MINUSTAH	63	121	184	34.24	0	1	1	0.00	192	586	778	24.68	255	708	963	26.48	3.15
MONUC	124	265	389	31.88	0	0	0	0.00	458	2 074	2 532	18.09	582	2 339	2 921	19.92	9.56
MSTAH	2	13	15	13.33	0	0	0	0.00	9	7	16	56.25	11	20	31	35.48	0.10
ONUB	39	75	114	34.21	0	0	0	0.00	175	366	541	32.35	214	441	655	32.67	2.14
OPRSG	0	4	4	0.00	0	0	0	0.00	2	5	7	28.57	2	9	11	18.18	0.04
OSRSGWA	3	2	5	60.00	0	0	0	0.00	5	5	10	50.00	8	7	15	53.337	0.05
OSRSGGLR	1	4	5	20.00	0	0	0	0.00	0	0	0	0.00	1	4	5	20.00	0.02
UNAMA	32	78	110	29.09	0	0	0	0.00	66	769	835	7.90	98	847	945	10.37	3.09

Department	Professional and higher categories				200 series				General Service and related categories				Total				
	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	Department (percentage)
UNAMI	18	80	98	18.37	0	0	0	0.00	111	345	456	24.34	129	425	554	23.29	1.81
UNAMSIL	6	11	17	35.29	0	0	0	0.00	16	49	65	24.62	22	60	82	26.83	0.27
UNDOF	2	6	8	25.00	0	0	0	0.00	28	99	127	22.05	30	105	135	22.22	0.44
UNFICYP	7	10	17	41.18	0	0	0	0.00	51	76	127	40.16	58	86	144	40.28	0.47
UNIFIL	3	17	20	15.00	0	0	0	0.00	69	294	363	19.01	72	311	383	18.80	1.25
UNIIIC	6	30	36	16.67	0	0	0	0.00	12	60	72	16.67	18	90	108	16.67	0.35
UNIKOM	0	0	0	0.00	0	0	0	0.00	1	1	2	50.00	1	1	2	50.00	0.01
UNIOSIL	10	14	24	41.67	0	0	0	0.00	47	115	162	29.01	57	129	186	30.65	0.61
UNLB	2	11	13	15.38	0	0	0	0.00	59	120	179	32.96	61	131	192	31.77	0.63
UNMEE	13	42	55	23.64	0	0	0	0.00	97	210	307	31.60	110	252	362	30.39	1.19
UNMIK	74	222	296	25.00	0	1	1	0.00	709	1 711	2 420	29.30	783	1 934	2 717	28.82	8.89
UNMIL	68	164	232	29.31	0	0	0	0.00	265	783	1 048	25.29	333	947	1 280	26.02	4.19
UNMIS	109	187	296	36.82	0	3	3	0.00	331	1 289	1 620	20.43	440	1 479	1 919	22.93	6.28
UNMISET	0	0	0	0.00	0	0	0	0.00	2	3	5	40.00	2	3	5	40.00	0.02
UNMOGIP	0	3	3	0.00	0	0	0	0.00	7	54	61	11.48	7	57	64	10.94	0.21
UNOCHI	0	0	0	0.00	0	0	0	0.00	0	2	2	0.00	0	2	2	0.00	0.01
UNOCI	41	104	145	28.28	0	1	1	0.00	203	496	699	29.04	244	601	845	28.88	2.77
UNOGBIS	3	5	8	37.50	0	0	0	0.00	4	1	5	80.00	7	6	13	53.85	0.04
UNOMIG	7	22	29	24.14	0	0	0	0.00	75	185	260	28.85	82	207	289	28.37	0.95
UNOSEK	2	15	17	11.76	0	0	0	0.00	8	14	22	36.36	10	29	39	25.64	0.13
UNOTIL	21	35	56	37.50	0	1	1	0.00	49	224	273	17.95	70	260	330	21.21	1.08
UNPOS	2	8	10	20.00	0	0	0	0.00	3	1	4	75.00	5	9	14	35.71	0.05
UNSCO	4	12	16	25.00	0	0	0	0.00	7	25	32	21.88	11	37	48	22.92	0.16
UNTOP	1	7	8	12.50	0	0	0	0.00	3	17	20	15.00	4	24	28	14.29	0.09
UNTSO	1	9	10	10.00	0	0	0	0.00	30	185	215	13.96	31	194	226	13.78	0.74
InterOrg	5	4	9	55.56	0	0	0	0.00	9	2	11	81.82	14	6	20	70.00	0.07
OCHA	88	60	148	59.46	113	211	324	34.88	113	27	140	80.71	314	298	612	51.31	2.00
OHCHR	150	124	274	54.74	18	31	49	36.73	91	22	113	80.53	259	177	436	59.40	1.43
OHRLLS	4	6	10	40.00	0	0	0	0.00	3	0	3	100.00	7	6	13	53.85	0.04
OIOS	65	107	172	37.79	0	0	0	0.00	42	15	57	73.68	107	122	229	46.72	0.75
OLA	41	49	90	45.56	0	0	0	0.00	59	3	62	95.16	100	52	152	65.79	0.50
Ombudsman	3	0	3	100.00	0	0	0	0.00	2	1	3	66.67	5	1	6	83.33	0.02
OSAA	6	5	11	54.55	0	0	0	0.00	5	2	7	71.43	11	7	18	61.11	0.06
OSG	27	34	61	44.26	0	0	0	0.00	45	9	54	83.33	72	43	115	62.61	0.38
OSRSG/CAAC	4	2	6	66.67	0	0	0	0.00	3	0	3	100.00	7	2	9	77.78	0.03

Department	Professional and higher categories				200 series				General Service and related categories				Total				
	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	Department (percentage)
RegCom	1	2	3	33.33	0	0	0	0.00	2	1	3	66.67	3	3	6	50.00	0.02
UNAT	2	0	2	100.00	0	0	0	0.00	2	0	2	100.00	4	0	4	100.00	0.01
UNCC	12	15	27	44.44	0	0	0	0.00	11	8	19	57.89	23	23	46	50.00	0.15
UNCTAD	84	144	228	36.84	27	76	103	26.21	136	41	177	76.84	247	261	508	48.62	1.66
UNEP	147	256	403	36.48	63	86	149	42.28	344	87	431	79.81	554	429	983	56.36	3.22
UNFIP	7	4	11	63.64	0	0	0	0.00	7	1	8	87.50	14	5	19	73.68	0.06
UN-Habitat	33	63	96	34.38	32	53	85	37.65	84	28	112	75.00	149	144	293	50.85	0.96
UNMOVIC	8	28	36	22.22	0	0	0	0.00	5	8	13	38.46	13	36	49	26.53	0.16
UNODC	66	72	138	47.83	23	57	80	28.75	93	16	109	85.32	182	145	327	55.66	1.07
UNOG	290	306	596	48.66	6	6	12	50.00	462	521	983	47.00	758	833	1 591	47.64	5.21
UNON	49	64	113	43.36	1	0	1	100.00	200	230	430	46.51	250	294	544	45.96	1.78
UNOV	83	102	185	44.86	6	5	11	54.55	180	275	455	39.56	269	382	651	41.32	2.13
TOTAL	3 185	5 007	8 192	38.88	428	735	1 163	36.80	7 484	13 709	21 193	35.31	11 087	19 451	30 548	36.33	100.00

Table A.3

Staff in posts subject to geographical distribution by nationality, grade and gender

Country of	Number of staff 30/06/2005		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of staff 30/06/2006		Midpoint	Desirable
nationality	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F*	Total		Range
Afghanistan	2										1		1									2	6.78	2-14
Albania	4	3											1	1		2		1			4	5	6.22	1-14
Algeria	5	2								1	1		1		1	1					2	5	8.02	3-14
Andorra	1																1					1	6.15	1-14
Angola																							6.45	2-14
Antigua and Barbuda	1	1												1							1	1	6.12	1-14
Argentina	31	18	1				1	1		1	3	2	3	4	1	3	5	7			18	32	22.19	17-27
Armenia	5						1						1		2		1					5	6.17	1-14
Australia	47	23						2	3		6	5	6	3	4	4	6	13			27	52	31.92	27-37
Austria	26	13									1	2	4	3	5	6	4	3			14	28	19.96	15-25
Azerbaijan	5	3												1	2			2			3	5	6.34	2-14
Bahamas	9	7												2	1	4	1	2			8	10	6.29	1-14
Bahrain																							6.57	2-14
Bangladesh	10		1						3		3		3									10	9.42	5-14
Barbados	2	2										2				1					3	3	6.24	1-14
Belarus	10								2				5		2							9	6.58	2-14
Belgium	34	15					2	1	3	1	3	2	4	5	4	5	1				14	31	23.36	19-28
Belize	3	1									1					1	1				1	3	6.10	1-14
Benin	5										2		1		1		1					5	6.36	1-14
Bhutan	5								1		2		1		1							5	6.14	1-14
Bolivia	7	3										1			4	2					3	7	6.42	2-14
Bosnia and Herzegovina	6	2									1				1	1	1	1			2	5	6.21	1-14
Botswana	1	1	1															1			1	2	6.30	2-14
Brazil	36	14			1				2		7	3	7	4	4	5	2	4			16	30	34.56	29-40
Brunei Darussalam																	1					1	6.62	2-14
Bulgaria	14	6							1		2	2	6	3		2					7	16	6.52	2-14
Burkina Faso	4	3							1	1				1		1					3	4	6.40	2-14
Burundi	7	1									1		1	1	4						1	7	6.26	1-14
Cambodia	2	1											1	1							1	2	6.42	2-14
Cameroon	14	5							1		3		5	1	2	3					4	15	6.57	2-14
Canada	54	25		1					3	2	11	5	16	12	6	4		1			25	61	51.67	44-59

Country of nationality	Number of staff 30/06/2005		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of staff 30/06/2006		Midpoint	Desirable Range
	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F[a]	Total		
Cape Verde	4										1		2		1							4	6.10	1-14
Central African Republic	3										1				1		1					3	6.18	1-14
Chad	2										1		1									2	6.31	2-14
Chile	23	7							2	1	1		1		4	3	6	1			5	19	10.90	5-15
China	99	34	1				1	1	3	3	8	2	4	7	5	11	3	11			35	80	68.42	58-79
Colombia	10	4	1						1	2			1	3	1	1					6	10	9.57	5-14
Comoros																							6.11	1-14
Congo	3										1		1		1							3	6.18	1-14
Costa Rica	4	2							1			1	1	1							2	4	6.65	2-14
Côte d'Ivoire	10								1		2		5	1	3						1	12	6.64	2-14
Croatia	7	4										1		3	2		1				4	7	6.77	2-14
Cuba	6	2									1	1			1	1	1				2	5	7.81	2-14
Cyprus	3										1				1		1	1			1	4	6.71	2-14
Czech Republic	7	3					1				1	2	2				1	2			4	9	9.22	4-14
Democratic People's Republic of Korea	1																						6.74	2-14
Democratic Republic of the Congo	6	2										1	1			1	3				2	6	7.42	3-14
Denmark	14	7			1						3	2	3	2	1	3					7	15	17.65	13-22
Djibouti	6	1									2				1		2	1			1	6	6.11	1-14
Dominica	3														3							3	6.09	1-14
Dominican Republic	5	1									2		1					1			1	4	6.83	2-14
Ecuador	6	2								1				1	3						2	5	6.67	2-14
Egypt	16	5		1			1			1	6		2	1	1	1		1			5	15	9.65	5-14
El Salvador	7	3									1		1	1	2	2					3	7	6.58	2-14
Equatorial Guinea	2										1		1	1							1	3	6.12	1-14
Eritrea	6	2									1		1		2	2					2	6	6.19	1-14
Estonia	4	2									1				1	2	1				2	5	6.29	1-14
Ethiopia	19	6			1				1	1			5	3	1	3	6	2			9	23	7.88	3-14
Fiji	9	6													2	2	1	4			6	9	6.16	1-14
Finland	15	5					1		1		1	1	4	3	1	2	1				6	15	14.69	10-19
France	116	55	1				3		7	8	15	6	14	13	10	11	13	16			54	117	103.61	88-119
Gabon	2														1			1			1	2	6.25	1-14

Country of nationality	Number of staff 30/06/2005		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of staff 30/06/2006		Midpoint	Desirable Range
	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F[a]	Total		
Gambia	3	1	1				1		1		1			1							1	5	6.12	1-14
Georgia	2										2		1									3	6.22	1-14
Germany	143	57	1			1	2	2	11	1	17	15	18	13	17	17	20	11			60	146	146.09	124-168
Ghana	13	5					1		2		3	3	2	2							5	13	6.63	2-14
Greece	11	4							1	1	3	1		1	1	1	2	1			5	12	14.78	10-20
Grenada	2														2							2	6.05	1-14
Guatemala	3	2										1		1	1						2	3	6.84	2-14
Guinea	3												1		1		1					3	6.33	2-14
Guinea-Bissau											1											1	6.12	1-14
Guyana	13	10						1	2				1	4		3		1			9	12	6.11	1-14
Haiti	3	2											1	2							2	3	6.31	2-14
Honduras	2												1		1							2	6.32	2-14
Hungary	9	2								1	2		5	1							2	9	8.31	4-14
Iceland	6	1									2		1		1		1					5	6.62	2-14
India	47	19	2					2	7	2	5		7	7	8	3	3	4			18	50	37.61	32-43
Indonesia	16	8										1	1	1	3	5	4	2			9	17	13.35	9-18
Iran (Islamic Republic of)	8	5							1	3	2	1				1		1			6	9	10.14	5-15
Iraq	7	3							2		1		1	1		1					2	6	6.98	2-14
Ireland	16	6							1		5	1	3	1			3				2	14	11.75	7-17
Israel	10	4								1	1	2			2		3	1			4	10	13.67	9-18
Italy	105	50	1		1		2	1	1		9	6	15	14	19	26	10	5			52	110	85.30	73-98
Jamaica	15	9				1					1	1	2	4	1	2	1				8	13	6.26	1-14
Japan	111	66	1					2	2	2	6	12	18	21	13	18	2	12			67	110	319.47	272-367
Jordan	9	2					1		1			1	4		2	1					2	10	6.38	2-14
Kazakhstan	7	3													2	1	2	2			3	7	6.81	2-14
Kenya	24	15							1	1	4	4	2	2	2	8	1	1			16	26	6.99	2-14
Kiribati																							6.09	1-14
Kuwait	1	1																					8.72	4-14
Kyrgyzstan	5	2										1			1		2	1			2	5	6.21	1-14
Lao People's Democratic Republic	1												1									1	6.22	1-14
Latvia	4	1													2	1	1				1	4	6.36	2-14
Lebanon	13	4									1		2	2	3	4	1				6	13	6.54	2-14
Lesotho	3	3												2		1					3	3	6.13	1-14

Country of nationality	Number of staff 30/06/2005		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of staff 30/06/2006		Midpoint	Desirable Range
	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F*	Total		
Liberia	6	5									2	2		1							3	5	6.16	1-14
Libyan Arab Jamahiriya	2										2											2	8.31	4-14
Liechtenstein																							6.15	1-14
Lithuania	4	2												2	1						2	3	6.53	2-14
Luxembourg	4	1											3		1	1					1	5	7.31	3-14
Madagascar	4	1									1		1		1	1		1			2	5	6.54	2-14
Malawi	3										1				1							2	6.38	2-14
Malaysia	9	4			1				1	1	2	2			2	1					4	10	9.88	5-15
Maldives	1														1							1	6.10	1-14
Mali	7	1					1		2		1		2			1					1	7	6.41	2-14
Malta	2	1															1	2			2	3	6.31	2-14
Marshall Islands																							6.09	1-14
Mauritania	3												2		2							4	6.16	1-14
Mauritius																	1					1	6.29	1-14
Mexico	19	10		1			1	3	2		2	2		1	2	2	9	2			11	27	38.51	33-44
Micronesia (Federated States of)	1														1							1	6.09	1-14
Monaco																							6.12	1-14
Mongolia	3	2									1			1	2	1					2	5	6.15	1-14
Morocco	6	4									2	2		1							3	5	7.53	3-14
Mozambique	3								1		1						1					3	6.53	2-14
Myanmar	5	1															3	1			1	4	7.37	3-14
Namibia	3	1			1									1	1						1	3	6.21	1-14
Nauru																							6.09	1-14
Nepal	9										1		6		1							8	6.75	2-14
Netherlands	31	8			1		2		3		8	3	11	2	2	2					7	34	33.40	28-38
New Zealand	15	8			1	1	1	1	1	1	1	1	2	2	2	2					8	16	9.89	5-14
Nicaragua	6	4											1	2	1	2					4	6	6.21	1-14
Niger	3	2						1						1			4				2	6	6.40	2-14
Nigeria	14	2	1						3		2	1	4	1	3	1					3	16	9.70	5-15
Norway	9	5	1								3	1		1	1	1		2			5	10	17.01	12-22
Oman	3	1															1					1	7.25	2-14
Pakistan	17	7				1	1		2		1		3	3	2	2					6	15	10.50	6-15
Palau																							6.09	1-14

Country of nationality	Number of staff 30/06/2005		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of staff 30/06/2006		Midpoint	Desirable Range
	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	[illegible]	Total		
Panama	2	1					1							1							1	2	6.45	2-14
Papua New Guinea	3										1				1		1					3	6.25	1-14
Paraguay	4	3												1	1			3			4	5	6.40	2-14
Peru	12	3							2	1	1		3	1	2						2	10	8.17	3-14
Philippines	49	33									1	9	6	9	8	12		3			33	48	9.46	5-14
Poland	11	2	1								2	2	2		3		1	1			3	12	14.29	9-19
Portugal	9	5									1		1		2	3	1	3			6	11	13.81	9-19
Qatar	1														1							1	7.11	2-14
Republic of Korea	31	11	1						1		3	1	8	5	5	3	1	1			10	29	35.80	30-41
Republic of Moldova	1								1													1	6.18	1-14
Romania	12	4							1		1		2	1	5	3					4	13	7.52	3-14
Russian Federation	104	14	1				4		15	1	15	2	30	6	17	4	1	1			14	97	26.84	22-32
Rwanda	5												1		2		2					5	6.29	1-14
Saint Kitts and Nevis	8	4									1	1		1		2	1	1			5	7	6.09	1-14
Saint Lucia	2	1											1			1					1	2	6.11	1-14
Saint Vincent and the Grenadines	3	1												1	2						1	3	6.09	1-14
Samoa																							6.09	1-14
San Marino	2	2														1		1			2	2	6.12	1-14
Sao Tome and Principe																							6.09	1-14
Saudi Arabia	6	5												3	1			1			4	5	18.00	13-23
Senegal	13	4					2		2		2	1	2	1	2	2					4	14	6.42	2-14
Serbia and Montenegro	8	1									2		4		1	1					1	8	6.61	2-14
Seychelles	3	1							1				1			1	1				1	4	6.11	1-14
Sierra Leone	4	3						1		1		1			1						3	4	6.21	1-14
Singapore	10	5			1		1			2	1			2	1		2	2			6	12	12.36	8-17
Slovakia	6	1									1		3		1	1					1	6	7.01	2-14
Slovenia	5	3					1									3					3	4	7.43	3-14
Solomon Islands	1														1							1	6.10	1-14
Somalia	3	1									1	1									1	2	6.27	1-14
South Africa	14	3									4	1	4	1	4	1		1			4	16	11.80	7-17
Spain	55	25							1		3	2	10	8	12	10	2	4			24	52	47.24	48-54
Sri Lanka	6	2		1									4	1		1					3	7	6.81	2-14

Country of nationality	Number of staff 30/06/2005		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of staff 30/06/2006		Midpoint	Desirable Range
	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F*	Total		
Sudan	3	2							1		1		4	1		1					2	8	7.02	2-14
Suriname	3	1									1			1			1				1	3	6.10	1-14
Swaziland	3	2											1			2					2	3	6.13	1-14
Sweden	31	20		1	1	1		1	1		6	2	2	1	1	4		10			20	31	22.19	17-27
Switzerland	18	8	1						2	1	1		2	1		3	3	4			9	18	25.33	21-30
Syrian Arab Republic	11	6									2		1	3		3					6	9	7.11	2-14
Tajikistan	1																						6.24	1-14
Thailand	15	8	1						1	1	1	2	2	3	1	2	1				8	15	10.85	6-16
The former Yugoslav Republic of Macedonia	4	1													3	1					1	4	6.21	1-14
Timor-Leste																							6.11	1-14
Togo	5										1		1		1		3					6	6.23	1-14
Tonga	1	1														1					1	1	6.09	1-14
Trinidad and Tobago	12	9						1						1	2	5	2				7	11	6.45	2-14
Tunisia	8	2			1				1	1	2		1	1	3						2	10	6.81	2-14
Turkey	12	5							2	1	1			1	2	2	3				4	12	13.65	9-18
Turkmenistan																		1			1	1	6.26	1-14
Tuvalu	1												1									1	6.09	1-14
Uganda	21	8				1	1		2		4	1	3	3	4	2	1				7	22	6.82	2-14
Ukraine	19	2							2		5		7		4	2					2	20	7.74	3-14
United Arab Emirates																							9.92	5-15
United Kingdom of Great Britain and Northern Ireland	106	46	2		1		3	1	9	2	22	10	16	13	10	14	1	4			44	108	105.14	89-121
United Republic of Tanzania	9	5		1							2	1	1	2	2						4	9	7.03	2-14
United States of America	312	170	1		2	1	1	5	20	22	36	31	43	45	26	30	17	33			167	313	363.68	309-418
Uruguay	7	4									2		2	1	1	1		1			3	8	6.92	2-14
Uzbekistan	4	2															3	2			2	5	6.89	2-14
Vanuatu	1																						6.09	1-14
Venezuela (Bolivarian Republic of)	13	5					1			1	1	1	3	1	3	2	1	1			6	15	9.40	5-14
Viet Nam	3	1									1		1	1							1	3	8.30	4-14
Yemen	2	1																					6.64	2-14

Country of nationality	Number of staff 30/06/2005		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of staff 30/06/2006		Midpoint	Desirable Range
	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F[a]	Total		
Zambia	6	1							2				2		1	1	1				1	7	6.37	2-14
Zimbabwe	13	5									3	2	1	1	4	2					5	13	6.48	2-14
Subtotal	2 579	1 110	22	6	14	7	39	27	152	71	328	176	417	304	344	327	193	204			1 122	2 631		
Others																								
Palestine									1													1		
Stateless	2				1								1									2		
Subtotal	2				1				1				1									3		
Total	2 581	1 110	22	6	15	7	39	27	153	71	328	176	418	304	344	327	193	204			1 122	2 634		

[a] The number of female staff is included in the total.

Table A 4

Staff in posts subject to geographical distribution by nationality and type of appointment

	30 June 2005					*30 June 2006*				
	Type of appointment (number)					*Type of appointment (number)*				
Country of nationality	*Permanent*	*Probationary*	*Fixed-term*	*Total*	*Percentage of fixed-term*	*Permanent*	*Probationary*	*Fixed-term*	*Total*	*Percentage of fixed-term*
Afghanistan	2			2		2			2	
Albania	2	1	1	4	25.0	3		2	5	40.0
Algeria	1		4	5	80.0	1		4	5	80.0
Andorra		1		1			1		1	
Angola										
Antigua and Barbuda	1			1		1			1	
Argentina	15	4	12	31	38.7	16	2	14	32	43.8
Armenia	4		1	5	20.0	4		1	5	20.0
Australia	7	19	21	47	44.7	14	12	26	52	50.0
Austria	14	3	9	26	34.6	14	4	10	28	35.7
Azerbaijan	2	2	1	5	20.0	3	1	1	5	20.0
Bahamas	8	1		9		9		1	10	10.0
Bahrain										
Bangladesh	4		6	10	60.0	4		6	10	60.0
Barbados	2			2		2		1	3	33.3
Belarus	9		1	10	10.0	8		1	9	11.1
Belgium	18		16	34	47.1	17		14	31	45.2
Belize	3			3		3			3	
Benin	1	1	3	5	60.0	1	1	3	5	60.0
Bhutan	4		1	5	20.0	4		1	5	20.0
Bolivia	5		2	7	28.6	5		2	7	28.6
Bosnia and Herzegovina	4		2	6	33.3	4		1	5	20.0
Botswana		1		1			1	1	2	50.0
Brazil	17	2	17	36	47.2	15	4	20	39	51.3
Brunei Darussalam							1		1	

Country of nationality	30 June 2005					30 June 2006				
	Type of appointment (number)				Percentage of fixed-term	Type of appointment (number)				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Bulgaria	3		11	14	78.6	3		13	16	81.3
Burkina Faso	1		3	4	75.0	1		3	4	75.0
Burundi	5		2	7	28.6	5		2	7	28.6
Cambodia	1		1	2	50.0	1		1	2	50.0
Cameroon	4		10	14	71.4	4		11	15	73.3
Canada	11		43	54	79.6	10		51	61	83.6
Cape Verde	3		1	4	25.0	3		1	4	25.0
Central African Republic	3			3		3			3	
Chad	2			2		2			2	
Chile	16		7	23	30.4	12		7	19	36.8
China	27	7	25	59	42.4	30	3	27	60	45.0
Colombia	3		7	10	70.0	2		8	10	80.0
Comoros										
Congo	1		2	3	66.7	1		2	3	66.7
Costa Rica	1		3	4	75.0	1		3	4	75.0
Côte d'Ivoire	8		2	10	20.0	8		4	12	33.3
Croatia	5		2	7	28.6	5		2	7	28.6
Cuba	5		1	6	16.7	5			5	
Cyprus	1	1	1	3	33.3	1	2	1	4	25.0
Czech Republic	4	1	2	7	28.6	4	3	2	9	22.2
Democratic People's Republic of Korea	1			1						
Democratic Republic of the Congo	1	2	3	6	50.0	1	2	3	6	50.0
Denmark	7		7	14	50.0	6		9	15	60.0
Djibouti	2		4	6	66.7	2		4	6	66.7
Dominica	3			3		3			3	

Country of nationality	30 June 2005					30 June 2006				
	Type of appointment (number)				Percentage of fixed-term	Type of appointment (number)				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Dominican Republic	4		1	5	20.0	3		1	4	25.0
Ecuador	4		2	6	33.3	4		1	5	20.0
Egypt	4		12	16	75.0	4		11	15	73.3
El Salvador	6		1	7	14.3	6		1	7	14.3
Equatorial Guinea	2			2		3			3	
Eritrea	6			6		6			6	
Estonia	4			4		4		1	5	20.0
Ethiopia	9		10	19	52.6	10		13	23	56.5
Fiji	7		2	9	22.2	7		2	9	22.2
Finland	6	1	8	15	53.3	6		9	15	60.0
France	50	13	53	116	45.7	54	12	51	117	43.6
Gabon	2			2		1	1		2	
Gambia	2		1	3	33.3	2		3	5	60.0
Georgia			2	2	100.0	1		2	3	66.7
Germany	96	17	30	143	21.0	97	17	32	146	21.9
Ghana			13	13	100.0			13	13	100.0
Greece	7	2	2	11	18.2	8	2	2	12	16.7
Grenada	2			2		2			2	
Guatemala	1		2	3	66.7	1		2	3	66.7
Guinea	1	1	1	3	33.3	1	1	1	3	33.3
Guinea-Bissau						1			1	
Guyana	10		3	13	23.1	10		2	12	16.7
Haiti	2		1	3	33.3	2		1	3	33.3
Honduras	2			2		2			2	
Hungary	4		5	9	55.6	4		5	9	55.6
Iceland	2	2	2	6	33.3	3		2	5	40.0
India	25		22	47	46.8	29	1	20	50	40.0
Indonesia	11	4	1	16	6.3	14	2	1	17	5.9

Country of nationality	30 June 2005					30 June 2006				
	Type of appointment (number)				Percentage of fixed-term	Type of appointment (number)				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Iran (Islamic Republic of)	6		2	8	25.0	5	1	3	9	33.3
Iraq			7	7	100.0			6	6	100.0
Ireland	6		10	16	62.5	4		10	14	71.4
Israel	5	3	2	10	20.0	5	3	2	10	20.0
Italy	68	8	29	105	27.6	68	3	39	110	35.4
Jamaica	9		6	15	40.0	9		4	13	30.8
Japan	89	4	18	111	16.2	86	2	22	110	20.0
Jordan	3		6	9	66.7	2		8	10	80.0
Kazakhstan	7			7		7			7	
Kenya	3		21	24	87.5	3		23	26	88.5
Kiribati										
Kuwait			1	1	100.0					
Kyrgyzstan	4		1	5	20.0	4		1	5	20.0
Lao People's Democratic Republic			1	1	100.0			1	1	100.0
Latvia	3		1	4	25.0	3		1	4	25.0
Lebanon	9		4	13	30.8	6		7	13	53.9
Lesotho	2		1	3	33.3	2		1	3	33.3
Liberia	5		1	6	16.7	4		1	5	20.0
Libyan Arab Jamahiriya	2			2		2			2	
Liechtenstein										
Lithuania	3		1	4	25.0	2		1	3	33.3
Luxembourg	3		1	4	25.0	4		1	5	20.0
Madagascar	1		3	4	75.0	1	1	3	5	60.0
Malawi	1		2	3	66.7			2	2	100.0
Malaysia	4		5	9	55.6	5		5	10	50.0
Maldives	1			1		1			1	

Country of nationality	30 June 2005					30 June 2006				
	Type of appointment (number)				Percentage of fixed-term	Type of appointment (number)				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Mali	4		3	7	42.9	4		3	7	42.9
Malta	1	1		2		1	2		3	
Marshall Islands										
Mauritania	1		2	3	66.7	1		3	4	75.0
Mauritius							1		1	
Mexico	10	2	7	19	36.8	9	11	7	27	25.9
Micronesia (Federated States of)	1			1		1			1	
Monaco										
Mongolia	4		1	5	20.0	4		1	5	20.0
Morocco	5		1	6	16.7	4		1	5	20.0
Mozambique	1		2	3	66.7	1		2	3	66.7
Myanmar	1		4	5	80.0	2		2	4	50.0
Namibia	2		1	3	33.3	2		1	3	33.3
Nauru										
Nepal	1		8	9	88.9	1		7	8	87.5
Netherlands	15		16	31	51.6	13		21	34	61.8
New Zealand	6		9	15	60.0	5		11	16	68.8
Nicaragua	4		2	6	33.3	4		2	6	33.3
Niger	1	1	1	3	33.3	2	3	1	6	16.7
Nigeria	5		9	14	64.3	4		12	16	75.0
Norway	3	2	4	9	44.4	5	1	4	10	40.0
Oman	2	1		3		1			1	
Pakistan	7		10	17	58.8	6		9	15	60.0
Palau										
Panama	1		1	2	50.0	1		1	2	50.0
Papua New Guinea	3			3		3			3	
Paraguay	3		1	4	25.0	3	1	1	5	20.0
Peru	7		5	12	41.7	7		3	10	30.0

Country of nationality	30 June 2005					30 June 2006				
	Type of appointment (number)				Percentage of fixed-term	Type of appointment (number)				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Philippines	46		3	49	6.1	44		4	48	8.3
Poland	7		4	11	36.4	7		5	12	41.7
Portugal	3	3	3	9	33.3	5	3	3	11	27.3
Qatar			1	1	100.0			1	1	100.0
Republic of Korea	18	3	10	31	32.3	17	2	10	29	34.5
Republic of Moldova			1	1	100.0			1	1	100.0
Romania	10		2	12	16.7	10		3	13	23.1
Russian Federation	57		47	104	45.2	50		47	97	48.4
Rwanda	5			5		5			5	
Saint Kitts and Nevis	5		1	6	16.7	5	1	1	7	14.3
Saint Lucia	2			2		2			2	
Saint Vincent and the Grenadines	1		2	3	66.7	1		2	3	66.7
Samoa										
San Marino	2			2		2			2	
Sao Tome and Principe										
Saudi Arabia	5		1	6	16.7	4		1	5	20.0
Senegal	5		8	13	61.5	5		9	14	64.3
Serbia and Montenegro	5		3	8	37.5	5		3	8	37.5
Seychelles	2		1	3	33.3	2	1	1	4	25.0
Sierra Leone	1		3	4	75.0	1		3	4	75.0
Singapore	7		3	10	30.0	5	4	3	12	25.0
Slovakia	4		2	6	33.3	4		2	6	33.3
Slovenia	4		1	5	20.0	4			4	
Solomon Islands	1			1		1			1	
Somalia	1		2	3	66.7	1		1	2	50.0
South Africa	6		8	14	57.1	6	1	9	16	56.3

Country of nationality	30 June 2005					30 June 2006				
	Type of appointment (number)				Percentage of fixed-term	Type of appointment (number)				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Spain	38	1	16	55	29.1	35	1	16	52	30.8
Sri Lanka	3		3	6	50.0	3		4	7	57.1
Sudan	3		5	8	62.5	3		5	8	62.5
Suriname	2		1	3	33.3	2		1	3	33.3
Swaziland	2		1	3	33.3	2		1	3	33.3
Sweden	19	2	10	31	32.3	17	3	11	31	35.5
Switzerland	4	6	8	18	44.4	3	7	8	18	44.4
Syrian Arab Republic	5		6	11	54.5	4		5	9	55.6
Tajikistan	1			1						
Thailand	13		2	15	13.3	12		3	15	20.0
The former Yugoslav Republic of Macedonia	3		1	4	25.0	3		1	4	25.0
Timor-Leste										
Togo	2		3	5	60.0	2		4	6	66.7
Tonga	1			1		1			1	
Trinidad and Tobago	10		2	12	16.7	10		1	11	9.1
Tunisia	2		6	8	75.0	2		8	10	80.0
Turkey	5	1	6	12	50.0	4	2	6	12	50.0
Turkmenistan							1		1	
Tuvalu			1	1	100.0			1	1	100.0
Uganda	4		17	21	80.9	4		18	22	81.8
Ukraine	16		3	19	15.8	16		4	20	20.0
United Arab Emirates										

Country of nationality	30 June 2005					30 June 2006				
	Type of appointment (number)				Percentage of fixed-term	Type of appointment (number)				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
United Kingdom of Great Britain and Northern Ireland	39	1	68	108	63.0	33	1	74	108	68.5
United Republic of Tanzania	5		4	9	44.4	5		4	9	44.4
United States of America	158	15	139	312	44.5	150	23	140	313	44.7
Uruguay	1		6	7	85.7	1		7	8	87.5
Uzbekistan		4		4		1	4		5	
Vanuatu			1	1	100.0					
Venezuela (Bolivarian Republic of)	7		6	13	46.1	8		7	15	46.7
Viet Nam	2		1	3	33.3	2		1	3	33.3
Yemen	2			2						
Zambia	1		5	6	83.3	2		5	7	71.4
Zimbabwe	2		11	13	84.6	2		11	13	84.6
Subtotal	**1 379**	**144**	**1 056**	**2 579**	**41.0**	**1 348**	**156**	**1 127**	**2 631**	**42.8**
Others										
Palestine Stateless	1		1	2	50.0	1		1	2	50.0
Subtotal	**1**		**1**	**2**	**50.0**	**1**		**2**	**3**	**66.7**
Total	**1 380**	**144**	**1 057**	**2 581**	**41.0**	**1 349**	**156**	**1 129**	**2 634**	**42.9**

Table A.5
Appointments to posts subject to geographical distribution by nationality, grade and gender between 1 July 2005 and 30 June 2006

Country of nationality	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	I
Afghanistan																				
Albania												1							1	1
Algeria																				
Andorra																				
Angola																				
Antigua and Barbuda																				
Argentina										1	1								2	1
Armenia																				
Australia											2	2		1		3			8	6
Austria													1		1	1			3	1
Azerbaijan																				
Bahamas																				
Bahrain																				
Bangladesh																				
Barbados														1					1	1
Belarus																				
Belgium																				
Belize																				
Benin																				
Bhutan																				
Bolivia																				
Bosnia and Herzegovina																				
Botswana	1																		1	
Brazil												1		1	1	2			5	4
Brunei Darussalam															1				1	
Bulgaria											1	1							2	1
Burkina Faso																				
Burundi																				
Cambodia																				
Cameroon											1		1						2	
Canada							1				4	1	3	2					11	3
Cape Verde																				
Central African Republic																				
Chad																				
Chile									1										1	
China										1									1	1

Country of nationality	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	F
Colombia												1							1	1
Comoros																				
Congo																				
Costa Rica										1									1	1
Côte d'Ivoire											1								1	
Croatia																				
Cuba																				
Cyprus																1			1	1
Czech Republic															1	1			2	1
Democratic People's Republic of Korea																				
Democratic Republic of the Congo																				
Denmark									1										1	
Djibouti																				
Dominica																				
Dominican Republic																				
Ecuador																				
Egypt																				
El Salvador																				
Equatorial Guinea																				
Eritrea																				
Estonia									1										1	
Ethiopia											1			1					2	1
Fiji																				
Finland												1							1	1
France					1			1	1				2	1	1	4			11	6
Gabon																1			1	1
Gambia	1						1												2	
Georgia																				
Germany	1							1			1	1	1	1	6	2			14	5
Ghana					1								1						2	
Greece																1			1	1
Grenada																				
Guatemala																				
Guinea																				
Guinea-Bissau									1										1	
Guyana																				
Haiti																				

Country of nationality	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	F
Honduras																				
Hungary																				
Iceland																				
India	1						1				1								3	
Indonesia														1					1	1
Iran (Islamic Republic of)									1							1			2	1
Iraq																				
Ireland									1		1								2	
Israel																				
Italy									1		1	2		1	2				7	3
Jamaica																				
Japan	1					1		1	1				1			1			6	3
Jordan					1		1												2	
Kazakhstan																				
Kenya														1					1	1
Kiribati																				
Kuwait																				
Kyrgyzstan																				
Lao People's Democratic Republic																				
Latvia																				
Lebanon												1	1	1					3	2
Lesotho																				
Liberia																				
Libyan Arab Jamahiriya																				
Liechtenstein																				
Lithuania																				
Luxembourg																				
Madagascar																1			1	1
Malawi																				
Malaysia									1										1	
Maldives																				
Mali																				
Malta															1	1			2	1
Marshall Islands																				
Mauritania													1						1	
Mauritius															1				1	
Mexico									1				1		6	1			9	1

Country of nationality	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	F
Micronesia (Federated States of)																				
Monaco																				
Mongolia																				
Morocco																				
Mozambique																				
Myanmar																				
Namibia																				
Nauru																				
Nepal																				
Netherlands			1		1				1		2		1						6	
New Zealand					1														1	
Nicaragua																				
Niger															3				3	
Nigeria	1										1								2	
Norway									1				1						2	
Oman																				
Pakistan																				
Palau																				
Panama																				
Papua New Guinea																				
Paraguay																1			1	1
Peru																				
Philippines																				
Poland	1												1			1			3	1
Portugal															1	1			2	1
Qatar																				
Republic of Korea																				
Republic of Moldova																				
Romania									1										1	
Russian Federation									1				1						2	
Rwanda																				
Saint Kitts and Nevis																				
Saint Lucia																				
Saint Vincent and the Grenadines																				
Samoa																				
San Marino																				

Country of nationality	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	F
Sao Tome and Principe																				
Saudi Arabia																				
Senegal											1								1	
Serbia and Montenegro																				
Seychelles															1				1	
Sierra Leone																				
Singapore															2	2			4	2
Slovakia														1					1	1
Slovenia																				
Solomon Islands																				
Somalia																				
South Africa													1			1			2	1
Spain											1								1	
Sri Lanka		1																	1	1
Sudan																				
Suriname																				
Swaziland																				
Sweden		1							1							2			4	3
Switzerland																2			2	2
Syrian Arab Republic																				
Tajikistan																				
Thailand	1																		1	
The former Yugoslav Republic of Macedonia																				
Timor-Leste																				
Togo													1						1	
Tonga																				
Trinidad and Tobago																				
Tunisia													2						2	
Turkey															1				1	
Turkmenistan																1			1	1
Tuvalu																				
Uganda											1		1						2	
Ukraine													1						1	
United Arab Emirates																				

Country of nationality	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	F
United Kingdom of Great Britain and Northern Ireland	1				1		1		3	1	2		2	1					12	2
United Republic of Tanzania																				
United States of America			1				4		1	1	1	2	4	2	3	10			29	15
Uruguay											1		1						2	
Uzbekistan															1				1	
Vanuatu																				
Venezuela (Bolivarian Republic of)													1						1	
Viet Nam																				
Yemen																				
Zambia																				
Zimbabwe																				
Subtotal	**9**	**2**	**2**		**6**	**1**	**9**	**3**	**20**	**5**	**25**	**14**	**31**	**16**	**33**	**42**			**218**	**83**
Others																				
Palestine							1												1	
Stateless																				
Subtotal							**1**												**1**	
Total	**9**	**2**	**2**		**6**	**1**	**10**	**3**	**20**	**5**	**25**	**14**	**31**	**16**	**33**	**42**			**219**	**83**

Table A.6
Changes in staff in posts subject to geographical distribution by nationality, type of appointment and gender

Country of nationality	Number of staff as at 30/06/05		Appointments						Separations[a]						Other staff changes[b]		Number of staff as at 30/06/06	
			Career		Non-career		Total		Career		Non-career		Total					
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Afghanistan	2																2	
Albania	4	3			1	1	1	1									5	4
Algeria	5	2															5	2
Andorra	1																1	
Angola																		
Antigua and Barbuda	1	1															1	1
Argentina	31	18			2	1	2	1	1	1			1	1			32	18
Armenia	5																5	
Australia	47	23	3	3	5	3	8	6	3	2	1		4	2	1		52	27
Austria	26	13	2	1	1		3	1							-1		28	14
Azerbaijan	5	3															5	3
Bahamas	9	7													1	1	10	8
Bahrain																		
Bangladesh	10																10	
Barbados	2	2			1	1	1	1									3	3
Belarus	10								1				1				9	
Belgium	34	15							1	1	1		2	1	-1		31	14
Belize	3	1															3	1
Benin	5																5	
Bhutan	5																5	
Bolivia	7	3															7	3
Bosnia and Herzegovina	6	2													-1		5	2
Botswana	1	1			1		1										2	1
Brazil	36	14	3	2	2	2	5	4	1	1			1	1	-1	-1	39	16
Brunei Darussalam			1				1										1	
Bulgaria	14	6			2	1	2	1									16	7
Burkina Faso	4	3															4	3
Burundi	7	1															7	1
Cambodia	2	1															2	1
Cameroon	14	5			2		2				1	1	1	1			15	4
Canada	54	25	1		10	3	11	3	2	1	3	2	5	3	1		61	25
Cape Verde	4																4	
Central African Republic	3																3	
Chad	2																2	

Country of nationality	Number of staff as at 30/06/05		Appointments						Separations[a]						Other staff changes[b]		Number of staff as at 30/06/06	
			Career		Non-career		Total		Career		Non-career		Total					
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Chile	23	7			1		1		3	1	1		4	1	-1	-1	19	5
China	59	34			1	1	1	1	1	1			1	1	1	1	60	35
Colombia	10	4			1	1	1	1	2				2		1	1	10	6
Comoros																		
Congo	3																3	
Costa Rica	4	2			1	1	1	1							-1	-1	4	2
Côte d'Ivoire	10				1		1								1	1	12	1
Croatia	7	4															7	4
Cuba	6	2									1		1				5	2
Cyprus	3		1	1			1	1									4	1
Czech Republic	7	3	2	1			2	1									9	4
Democratic People's Republic of Korea	1														-1			
Democratic Republic of the Congo	6	2															6	2
Denmark	14	7			1		1										15	7
Djibouti	6	1															6	1
Dominica	3																3	
Dominican Republic	5	1							1				1				4	1
Ecuador	6	2									1		1				5	2
Egypt	16	5													-1		15	5
El Salvador	7	3															7	3
Equatorial Guinea	2														1	1	3	1
Eritrea	6	2															6	2
Estonia	4	2			1		1										5	2
Ethiopia	19	6			2	1	2	1							2	2	23	9
Fiji	9	6															9	6
Finland	15	5			1	1	1	1	1	1	1		2	1	1	1	15	6
France	116	55	6	5	5	1	11	6	4	2	4	2	8	4	-2	-3	117	54
Gabon	2		1	1			1	1							-1		2	1
Gambia	3	1			2		2										5	1
Georgia	2														1		3	
Germany	143	57	8	2	6	3	14	5	7		4		11			-2	146	60
Ghana	13	5			2		2				3	1	3	1	1	1	13	5
Greece	11	4	1	1			1	1									12	5
Grenada	2																2	
Guatemala	3	2															3	2
Guinea	3																3	

Country of nationality	Number of staff as at 30/06/05		Appointments						Separations[a]						Other staff changes[b]		Number of staff as at 30/06/06	
			Career		Non-career		Total		Career		Non-career		Total					
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Guinea-Bissau			1				1										1	
Guyana	13	10									1	1	1	1			12	9
Haiti	3	2															3	2
Honduras	2																2	
Hungary	9	2															9	2
Iceland	6	1							1	1			1	1	.		5	
India	47	19	1		2		3									-1	50	18
Indonesia	16	8	1	1			1	1									17	9
Iran (Islamic Republic of)	8	5	1	1	1		2	1	1				1				9	6
Iraq	7	3													-1	-1	6	2
Ireland	16	6			2		2		2	2	1	1	3	3	-1	-1	14	2
Israel	10	4															10	4
Italy	105	50	2		5	3	7	3	4	1			4	1	2		110	52
Jamaica	15	9							1		1	1	2	1			13	8
Japan	111	66	1	1	5	2	6	3	1		2		3		-4	-2	110	67
Jordan	9	2			2		2		1				1				10	2
Kazakhstan	7	3															7	3
Kenya	24	15			1	1	1	1							1		26	16
Kiribati																		
Kuwait	1	1									1	1	1	1				
Kyrgyzstan	5	2															5	2
Lao People's Democratic Republic	1																1	
Latvia	4	1															4	1
Lebanon	13	4			3	2	3	2	3				3				13	6
Lesotho	3	3															3	3
Liberia	6	5							1	1			1	1		-1	5	3
Libyan Arab Jamahiriya	2																2	
Liechtenstein																		
Lithuania	4	2													-1		3	2
Luxembourg	4	1													1		5	1
Madagascar	4	1	1	1			1	1									5	2
Malawi	3								1				1				2	
Malaysia	9	4			1		1										10	4
Maldives	1																1	
Mali	7	1															7	1
Malta	2	1	2	1			2	1	1				1				3	2

Country of nationality	Number of staff as at 30/06/05		Appointments						Separations[a]						Other staff changes[b]		Number of staff as at 30/06/06	
			Career		Non-career		Total		Career		Non-career		Total					
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Marshall Islands																		
Mauritania	3				1		1										4	
Mauritius			1				1										1	
Mexico	19	10	8	1	1		9	1			1		1				27	11
Micronesia (Federated States of)	1																1	
Monaco																		
Mongolia	5	2															5	2
Morocco	6	4							1	1			1	1			5	3
Mozambique	3																3	
Myanmar	5	1									1		1				4	1
Namibia	3	1															3	1
Nauru																		
Nepal	9										1		1				8	
Netherlands	31	8			6		6		1		1		2		-1	-1	34	7
New Zealand	15	8			1		1										16	8
Nicaragua	6	4															6	4
Niger	3	2	3				3										6	2
Nigeria	14	2			2		2		1				1		1	1	16	3
Norway	9	5	1		1		2								-1		10	5
Oman	3	1							2	1			2	1			1	
Pakistan	17	7							1	1			1	1	-1		15	6
Palau																		
Panama	2	1															2	1
Papua New Guinea	3																3	
Paraguay	4	3	1	1			1	1									5	4
Peru	12	3									2	1	2	1			10	2
Philippines	49	33							2	1			2	1	1	1	48	33
Poland	11	2	1	1	2		3	1	1		1		2				12	3
Portugal	9	5	2	1			2	1	1				1		1		11	6
Qatar	1																1	
Republic of Korea	31	11													-2	-1	29	10
Republic of Moldova	1																1	
Romania	12	4			1		1										13	4
Russian Federation	104	14			2		2		7	1	3		10	1	1	1	97	14
Rwanda	5																5	
Saint Kitts and Nevis	6	4													1	1	7	5

Country of nationality	Number of staff as at 30/06/05		Appointments						Separations[a]						Other staff changes[b]		Number of staff as at 30/06/06	
			Career		Non-career		Total		Career		Non-career		Total					
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	
Saint Lucia	2	1															2	
Saint Vincent and the Grenadines	3	1															3	
Samoa																		
San Marino	2	2															2	
Sao Tome and Principe																		
Saudi Arabia	6	5							1	1			1	1			5	
Senegal	13	4			1		1										14	
Serbia and Montenegro	8	1															8	
Seychelles	3	1	1				1										4	
Sierra Leone	4	3															4	
Singapore	10	5	4	2			4	2	2	1			2	1			12	
Slovakia	6	1			1	1	1	1			1	1	1	1			6	
Slovenia	5	3									1		1				4	
Solomon Islands	1																1	
Somalia	3	1									1		1				2	
South Africa	14	3	1	1	1		2	1									16	
Spain	55	25			1		1		1		1	1	2	1	-2		52	2
Sri Lanka	6	2			1	1	1	1									7	
Sudan	8	2															8	
Suriname	3	1															3	
Swaziland	3	2															3	
Sweden	31	20	2	2	2	1	4	3	2	1			2	1	-2	-2	31	2
Switzerland	18	8	2	2			2	2	1				1		-1	-1	18	
Syrian Arab Republic	11	6							1		1		2				9	
Tajikistan	1														-1			
Thailand	15	8			1		1		1				1				15	
The former Yugoslav Republic of Macedonia	4	1															4	
Timor-Leste																		
Togo	5				1		1										6	
Tonga	1	1															1	
Trinidad and Tobago	12	9							1	1	1	1	2	2	1		11	
Tunisia	8	2			2		2										10	
Turkey	12	5	1				1		1	1			1	1			12	
Turkmenistan			1	1			1	1									1	
Tuvalu	1																1	
Uganda	21	8			2		2								-1	-1	22	

Country of nationality	Number of staff as at 30/06/05		Appointments						Separations[a]						Other staff changes[b]		Number of staff as at 30/06/06	
			Career		Non-career		Total		Career		Non-career		Total					
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Ukraine	19	2			1		1										20	2
United Arab Emirates																		
United Kingdom of Great Britain and Northern Ireland	108	46			12	2	12	2	7	2	6	4	13	6	1	2	108	44
United Republic of Tanzania	9	5														-1	9	4
United States of America	312	170	13	10	16	5	29	15	18	11	9	4	27	15	-1	-3	313	167
Uruguay	7	4			2		2				1	1	1	1			8	3
Uzbekistan	4	2	1				1										5	2
Vanuatu	1										1		1					
Venezuela (Bolivarian Republic of)	13	5			1		1								1	1	15	6
Viet Nam	3	1															3	1
Yemen	2	1							2	1			2	1				
Zambia	6	1													1		7	1
Zimbabwe	13	5															13	5
Subtotal	**2 579**	**1 110**	**82**	**44**	**136**	**39**	**218**	**83**	**100**	**40**	**60**	**23**	**160**	**63**	**-6**	**-8**	**2 631**	**1 122**
Others																		
Palestine					1		1										1	
Stateless	2																2	
Subtotal	**2**				**1**		**1**										**3**	
Total	**2 581**	**1 110**	**82**	**44**	**137**	**39**	**219**	**83**	**100**	**40**	**60**	**23**	**160**	**63**	**-6**	**-8**	**2 634**	**1 122**

[a] Includes all resignations, retirements, expiry of fixed-term appointments and separations from service for any other cause.

[b] Shows gains and losses resulting from staff:

- Movement between posts subject to geographical distribution and posts with special language requirements
- Placed on special leave without pay or returned from such leave
- Detailed or assigned to technical assistance projects or returned from such projects
- Seconded to UNDP or other United Nations bodies or returned from such secondment
- Promoted from the General Service category to the Professional category
- Change of nationality

Table A.7
Staff in posts with special language requirements by nationality, grade and gender

Country of nationality	Number of staff 30/06/05		P-5		P-4		P-3		P-2		P-1		Number 30/06
	Total	F	M	F	M	F	M	F	M	F	M	F	F
Afghanistan													
Albania													
Algeria	4				1		3			1			1
Andorra													
Angola													
Antigua and Barbuda													
Argentina	21	13	3	2	3	7	1	2		1			12
Armenia													
Australia	1						1						
Austria	5		2		2		2						
Azerbaijan													
Bahamas													
Bahrain	1	1						1					1
Bangladesh													
Barbados													
Belarus	4				3		1						
Belgium	20	10	3	2	4	3	2	5					10
Belize													
Benin	2		1				1						
Bhutan													
Bolivia	1	1								1			1
Bosnia and Herzegovina													
Botswana													
Brazil	1	1				1							1
Brunei Darussalam													
Bulgaria	1		1										
Burkina Faso	2				1		1						
Burundi													
Cambodia													
Cameroon	1				1								
Canada	23	10	1	1	6	4	5	3		1			9
Cape Verde													
Central African Republic													
Chad													
Chile	5	2		1		1	2						2

Country of nationality	Number of staff 30/06/05	P-5		P-4		P-3		P-2		P-1		Number of staff 30/06/06	
	Total	F	M	F	M	F	M	F	M	F	M	F	F	Total
China	128	43	13	4	44	23	24	13	5	2			42	128
Colombia	5	4		1		1	1	1					3	4
Comoros														
Congo														
Costa Rica	1	1				1							1	1
Cote d'Ivoire	1				1									1
Croatia														
Cuba	6	3			2	1		3					4	6
Cyprus														
Czech Republic														
Democratic People's Republic of Korea														
Democratic Republic of the Congo														
Denmark														
Djibouti														
Dominica														
Dominican Republic														
Ecuador	1				1									1
Egypt	35	15	5	3	7	9	5	2	2	1			15	34
El Salvador														
Equatorial Guinea														
Eritrea														
Estonia														
Ethiopia														
Fiji	1	1						1					1	1
Finland														
France	116	83	7	12	11	29	9	32	2	1			74	103
Gabon														
Gambia														
Georgia														
Germany	4	3		1		1	2						2	4
Ghana	2				2									2
Greece														
Grenada														
Guatemala														
Guinea														
Guinea-Bissau														
Guyana	3	2	1	1				1					2	3

Country of nationality	Number of staff 30/06/05		P-5		P-4		P-3		P-2		P-1		Number of staff 30/06/06	
	Total	F	M	F	M	F	M	F	M	F	M	F	F	Total
Haiti														
Honduras														
Hungary														
Iceland														
India														
Indonesia														
Iran (Islamic Republic of)	1	1				1							1	1
Iraq	2	1						1					1	1
Ireland	3	2	1					1					1	2
Israel	1				1									1
Italy	1	1				1		1					2	2
Jamaica	2	2		1									1	1
Japan														
Jordan	5	4	1			1		4					5	6
Kazakhstan	1		1											1
Kenya	2				1				1					2
Kiribati														
Kuwait														
Kyrgyzstan														
Lao People's Democratic Republic														
Latvia														
Lebanon	10	8		1	2	3		4		3			11	13
Lesotho														
Liberia														
Libyan Arab Jamahiriya	1						1							1
Liechtenstein														
Lithuania														
Luxembourg														
Madagascar	1	1												
Malawi														
Malaysia	1		1											1
Maldives														
Mali														
Malta														
Marshall Islands														
Mauritania	1						1							1
Mauritius	1	1						1					1	1
Mexico	4	3		2		1	2						3	5

Country of nationality	Number of staff 30/06/05	P-5		P-4		P-3		P-2		P-1		Number of staff 30/06/06	
	Total	F	M	F	M	F	M	F	M	F	M	F	F	Total
Micronesia (Federated States of)														
Monaco														
Mongolia														
Morocco	21	4	1		5	1	9	2	3	1			4	22
Mozambique														
Myanmar														
Namibia														
Nauru														
Nepal														
Netherlands	1						1							1
New Zealand	1	1				1							1	1
Nicaragua														
Niger	1						1							1
Nigeria														
Norway														
Oman														
Pakistan														
Palau														
Panama	1				1									1
Papua New Guinea														
Paraguay	1	1						1					1	1
Peru	7	5		1	1	2	1	1					4	6
Philippines														
Poland														
Portugal														
Qatar														
Republic of Korea														
Republic of Moldova														
Romania														
Russian Federation	134	7	20		60	1	41	4					5	126
Rwanda														
Saint Kitts and Nevis														
Saint Lucia														
Saint Vincent and the Grenadines														
Samoa														
San Marino														
Sao Tome and Principe														
Saudi Arabia														

Country of nationality	Number of staff 30/06/05		P-5		P-4		P-3		P-2		P-1		Number of staff 30/06/06	
	Total	F	M	F	M	F	M	F	M	F	M	F	F	Total
Senegal	4				1		3							4
Serbia and Montenegro														
Seychelles														
Sierra Leone														
Singapore														
Slovakia														
Slovenia														
Solomon Islands														
Somalia														
South Africa														
Spain	58	30		3	12	9	17	16		5			33	62
Sri Lanka														
Sudan	13	1			5		6	1					1	12
Suriname														
Swaziland														
Sweden	1	1				1							1	1
Switzerland	5	4		3	1	1		1					5	6
Syrian Arab Republic	12	8	1	2	2	4		2					8	11
Tajikistan														
Thailand														
The former Yugoslav Republic of Macedonia														
Timor-Leste														
Togo														
Tonga														
Trinidad and Tobago	3	2				1		1					2	2
Tunisia	17	4	3		5	3	5			1			4	17
Turkey														
Turkmenistan														
Tuvalu														
Uganda														
Ukraine	8				5		3							8
United Arab Emirates														
United Kingdom of Great Britain and Northern Ireland	61	29	8	8	9	7	13	10	1	1			26	57
United Republic of Tanzania														
United States of America	87	47	6	4	19	20	14	15	1	1			40	80
Uruguay	9	7	1	1		3	1	3					7	9

Country of nationality	Number of staff 30/06/05		P-5		P-4		P-3		P-2		P-1		Number of staff 30/06/06	
	Total	F	M	F	M	F	M	F	M	F	M	F	F	Total
Uzbekistan														
Vanuatu														
Venezuela (Bolivarian Republic of)														
Viet Nam														
Yemen														
Zambia														
Zimbabwe	1				1									1
Subtotal	**878**	**368**	**81**	**54**	**220**	**142**	**179**	**133**	**15**	**20**			**349**	**844**
Others														
Palestine	2				1									1
Stateless														
Subtotal	**2**				**1**									**1**
Total	**880**	**368**	**81**	**54**	**221**	**142**	**179**	**133**	**15**	**20**			**349**	**845**

Table A.8
Desirable range and weighted distribution of staff in posts subject to geographical distribution and weighted staff position as at 30 June 2006

Country of nationality	*Assessment[a] (percentage)*	*Desirable range[b]*	*Midpoint[c]*	*Number of staff[d]*	*Weighted range*	*Weighted midpoint*	*Weighted staff position*
Afghanistan	0.002	2-14	6.78	2	165-1 170	566.26	182
Albania	0.005	1-14	6.22	5	119-1 170	520.01	352
Algeria	0.076	3-14	8.02	5	269-1 170	670.51	436
Andorra	0.005	1-14	6.15	1	113-1 170	514.26	54
Angola	0.001	2-14	6.45		138-1 170	538.76	
Antigua and Barbuda	0.003	1-14	6.12	1	111-1 170	511.62	82
Argentina	0.956	17-27	22.19	32	1 453-2 255	1 854.39	2 551
Armenia	0.002	1-14	6.17	5	115-1 170	515.80	402
Australia	1.592	27-37	31.92	52	2 266-3 068	2 667.06	4 024
Austria	0.859	15-25	19.96	28	1 267-2 069	1 667.68	1 989
Azerbaijan	0.005	2-14	6.34	5	129-1 170	529.94	324
Bahamas	0.013	1-14	6.29	10	124-1 170	525.40	661
Bahrain	0.030	2-14	6.57		148-1 170	548.81	
Bangladesh	0.010	5-14	9.42	10	386-1 188	787.37	1 083
Barbados	0.010	1-14	6.24	3	120-1 170	521.30	267
Belarus	0.018	2-14	6.58	9	149-1 170	549.79	784
Belgium	1.069	19-28	23.36	31	1 551-2 353	1 951.74	2 771
Belize	0.001	1-14	6.10	3	108-1 170	509.31	221
Benin	0.002	1-14	6.30	5	125-1 170	525.99	403
Bhutan	0.001	1-14	6.14	5	112-1 170	512.86	469
Bolivia	0.009	2-14	6.42	7	136-1 170	536.72	502
Bosnia and Herzegovina	0.003	1-14	6.21	5	118-1 170	518.81	342
Botswana	0.012	2-14	6.30	2	126-1 170	526.78	231
Brazil	1.523	29-40	34.56	39	2 454-3 321	2 887.60	3 230
Brunei Darussalam	0.034	2-14	6.62	1	152-1 170	553.48	54
Bulgaria	0.017	2-14	6.52	16	144-1 170	544.65	1 392
Burkina Faso	0.002	2-14	6.40	4	134-1 170	535.00	389
Burundi	0.001	1-14	6.26	7	122-1 170	522.99	532
Cambodia	0.002	2-14	6.42	2	136-1 170	536.58	164
Cameroon	0.008	2-14	6.57	15	148-1 170	548.81	1 247
Canada	2.813	44-59	51.67	61	3 670-4 965	4 317.10	5 397
Cape Verde	0.001	1-14	6.10	4	109-1 170	509.75	331
Central African Republic	0.001	1-14	6.18	3	115-1 170	516.39	221
Chad	0.001	2-14	6.31	2	126-1 170	527.12	182
Chile	0.223	5-15	10.00	19	434-1 236	835.30	1 389
China	2.053	58-79	68.42	60	4 859-6 574	5 716.93	4 891

Country of nationality	*Assessment[a] (percentage)*	*Desirable range[b]*	*Midpoint[c]*	*Number of staff[d]*	*Weighted range*	*Weighted midpoint*	*Weighted staff position*
Colombia	0.155	5-14	9.57	10	399-1 201	799.75	999
Comoros	0.001	1-14	6.11		109-1 170	510.30	
Congo	0.001	1-14	6.18	3	115-1 170	516.32	249
Costa Rica	0.030	2-14	6.65	4	155-1 170	555.58	384
Cote d'Ivoire	0.010	2-14	6.64	12	154-1 170	554.92	1 013
Croatia	0.037	2-14	6.77	7	164-1 170	565.33	534
Cuba	0.043	2-14	7.01	5	185-1 170	585.96	388
Cyprus	0.039	2-14	6.71	4	160-1 170	561.01	275
Czech Republic	0.183	4-14	9.22	9	369-1 172	770.57	758
Democratic People's Republic of Korea	0.010	2-14	6.74		162-1 170	563.06	
Democratic Republic of the Congo	0.003	3-14	7.42	6	219-1 170	619.64	411
Denmark	0.718	13-22	17.65	15	1 074-1 876	1 474.58	1 339
Djibouti	0.001	1-14	6.11	6	109-1 170	510.29	429
Dominica	0.001	1-14	6.09	3	108-1 170	508.95	201
Dominican Republic	0.035	2-14	6.83	4	170-1 170	570.83	336
Ecuador	0.019	2-14	6.67	5	157-1 170	557.65	403
Egypt	0.120	5-14	9.65	15	405-1 208	806.55	1 463
El Salvador	0.022	2-14	6.58	7	149-1 170	549.72	532
Equatorial Guinea	0.002	1-14	6.12	3	110-1 170	511.08	264
Eritrea	0.001	1-14	6.19	6	116-1 170	517.07	450
Estonia	0.012	1-14	6.29	5	125-1 170	525.96	355
Ethiopia	0.004	3-14	7.88	23	257-1 170	658.34	1 757
Fiji	0.004	1-14	6.16	9	113-1 170	514.39	538
Finland	0.533	10-19	14.69	15	827-1 629	1 227.68	1 281
France	6.030	88-119	103.61	117	7 359-9 956	8 657.56	9 660
Gabon	0.009	1-14	6.25	2	121-1 170	522.06	121
Gambia	0.001	1-14	6.12	5	111-1 170	511.65	611
Georgia	0.003	1-14	6.22	3	119-1 170	519.87	282
Germany	8.662	124-168	146.09	146	10 376-14 038	12 207.03	12 000
Ghana	0.004	2-14	6.63	13	153-1 170	554.36	1 300
Greece	0.530	10-20	14.78	12	834-1 636	1 234.72	1 018
Grenada	0.001	1-14	6.09	2	108-1 170	508.99	134
Guatemala	0.030	2-14	6.84	3	170-1 170	571.13	249
Guinea	0.003	2-14	6.33	3	128-1 170	529.14	203
Guinea-Bissau	0.001	1-14	6.12	1	111-1 170	511.78	100
Guyana	0.001	1-14	6.11	12	109-1 170	510.21	1 037
Haiti	0.003	2-14	6.31	3	126-1 170	527.49	246

Country of nationality	*Assessment[a] (percentage)*	*Desirable range[b]*	*Midpoint[c]*	*Number of staff[d]*	*Weighted range*	*Weighted midpoint*	*Weighted staff position*
Honduras	0.005	2-14	6.32	2	127-1 170	527.67	149
Hungary	0.126	4-14	8.31	9	293-1 170	694.37	812
Iceland	0.034	2-14	6.62	5	152-1 170	553.33	403
India	0.421	32-43	37.61	50	2 671-3 614	3 142.53	4 461
Indonesia	0.142	9-18	13.35	17	714-1 517	1 115.47	1 124
Iran (Islamic Republic of)	0.157	5-15	10.14	9	446-1 248	847.37	901
Iraq	0.016	2-14	6.98	6	182-1 170	582.94	571
Ireland	0.350	7-17	11.75	14	581-1 383	981.72	1 210
Israel	0.467	9-18	13.67	10	741-1 544	1 142.49	770
Italy	4.885	73-98	85.30	110	6 058-8 196	7 127.07	8 557
Jamaica	0.008	1-14	6.26	13	122-1 170	523.11	1 108
Japan	19.468	272-367	319.47	110	22 690-30 698	26 693.88	8 834
Jordan	0.011	2-14	6.38	10	132-1 170	532.85	881
Kazakhstan	0.025	2-14	6.81	7	168-1 170	568.65	417
Kenya	0.009	2-14	6.99	26	183-1 170	583.85	2 146
Kiribati	0.001	1-14	6.09		108-1 170	508.99	
Kuwait	0.162	4-14	8.72		327-1 170	728.42	
Kyrgyzstan	0.001	1-14	6.21	5	118-1 170	518.69	329
Lao People's Democratic Republic	0.001	1-14	6.22	1	119-1 170	519.93	82
Latvia	0.015	2-14	6.36	4	131-1 170	531.79	255
Lebanon	0.024	2-14	6.54	13	145-1 170	546.18	951
Lesotho	0.001	1-14	6.13	3	111-1 170	512.17	231
Liberia	0.001	1-14	6.16	5	114-1 170	514.97	482
Libyan Arab Jamahiriya	0.132	4-14	8.31	2	293-1 170	694.39	200
Liechtenstein	0.005	1-14	6.15		113-1 170	514.20	
Lithuania	0.024	2-14	6.53	3	145-1 170	545.90	231
Luxembourg	0.077	3-14	7.31	5	210-1 170	610.96	380
Madagascar	0.003	2-14	6.54	5	145-1 170	546.44	370
Malawi	0.001	2-14	6.38	2	132-1 170	533.02	167
Malaysia	0.203	5-15	9.88	10	425-1 227	825.66	1 002
Maldives	0.001	1-14	6.10	1	108-1 170	509.42	67
Mali	0.002	2-14	6.41	7	134-1 170	535.54	703
Malta	0.014	2-14	6.31	3	126-1 170	526.88	162
Marshall Islands	0.001	1-14	6.09		108-1 170	508.92	
Mauritania	0.001	1-14	6.16	4	113-1 170	514.57	298
Mauritius	0.011	1-14	6.28	1	123-1 170	524.47	54
Mexico	1.883	33-44	38.51	27	2735-3701	3 218.18	2 289
Micronesia (Federated States of)	0.001	1-14	6.09	1	108-1 170	509.01	67

Country of nationality	Assessment[a] (percentage)	Desirable range[b]	Midpoint[c]	Number of staff[d]	Weighted range	Weighted midpoint	Weighted staff position
Monaco	0.003	1-14	6.12		110-1 170	511.53	
Mongolia	0.001	1-14	6.15	5	113-1 170	513.77	383
Morocco	0.047	3-14	7.53	5	228-1 170	629.27	482
Mozambique	0.001	2-14	6.53	3	145-1 170	546.00	274
Myanmar	0.010	3-14	7.37	4	215-1 170	615.75	216
Namibia	0.006	1-14	6.21	3	118-1 170	519.28	310
Nauru	0.001	1-14	6.09		108-1 170	508.83	
Nepal	0.004	2-14	6.75	8	163-1 170	563.80	659
Netherlands	1.690	28-38	33.40	34	2 372-3 209	2 790.42	3 219
New Zealand	0.221	5-14	9.69	16	408-1 211	809.57	1 622
Nicaragua	0.001	1-14	6.21	6	118-1 170	519.11	447
Niger	0.001	2-14	6.40	6	134-1 170	535.03	430
Nigeria	0.042	5-15	9.70	16	410-1 212	810.68	1 515
Norway	0.679	12-22	17.01	10	1020-1 822	1 421.08	901
Oman	0.070	2-14	7.25	1	205-1 170	605.58	54
Pakistan	0.055	6-15	10.50	15	477-1 279	877.63	1 393
Palau	0.001	1-14	6.09		108-1 170	508.84	
Panama	0.019	2-14	6.45	2	138-1 170	538.86	214
Papua New Guinea	0.003	1-14	6.25	3	121-1 170	522.53	221
Paraguay	0.012	2-14	6.40	5	134-1 170	535.03	311
Peru	0.092	3-14	8.17	10	282-1 170	682.65	922
Philippines	0.095	5-14	9.46	48	389-1 191	790.19	3 732
Poland	0.461	9-19	14.29	12	793-1 595	1 194.28	1 050
Portugal	0.470	9-19	13.81	11	753-1 555	1 153.58	733
Qatar	0.064	2-14	7.11	1	193-1 170	594.29	67
Republic of Korea	1.796	30-41	35.80	29	2 542-3 440	2 990.94	2 407
Republic of Moldova	0.001	1-14	6.18	1	116-1 170	516.70	120
Romania	0.060	3-14	7.52	13	227-1 170	628.24	1 002
Russian Federation	1.100	22-32	26.84	97	1 842-2 644	2 242.65	8 792
Rwanda	0.001	1-14	6.29	5	125-1 170	525.79	324
Saint Kitts and Nevis	0.001	1-14	6.09	7	108-1 170	508.88	524
Saint Lucia	0.002	1-14	6.11	2	109-1 170	510.43	149
Saint Vincent and the Grenadines	0.001	1-14	6.09	3	108-1 170	509.02	216
Samoa	0.001	1-14	6.09		108-1 170	509.15	
San Marino	0.003	1-14	6.12	2	110-1 170	511.52	121
Sao Tome and Principe	0.001	1-14	6.09		108-1 170	509.09	
Saudi Arabia	0.713	13-23	18.00	5	1 103-1 905	1 503.89	367
Senegal	0.005	2-14	6.42	14	135-1 170	536.04	1 318

Country of nationality	*Assessment[a] (percentage)*	*Desirable range[b]*	*Midpoint[c]*	*Number of staff[d]*	*Weighted range*	*Weighted midpoint*	*Weighted staff position*
Serbia and Montenegro	0.019	2-14	6.61	8	151-1 170	552.53	662
Seychelles	0.002	1-14	6.11	4	109-1 170	510.28	323
Sierra Leone	0.001	1-14	6.21	4	118-1 170	519.18	419
Singapore	0.388	8-17	12.36	12	632-1 434	1 032.70	1 080
Slovakia	0.051	2-14	7.01	6	185-1 170	585.59	480
Slovenia	0.082	3-14	7.43	4	219-1 170	620.45	333
Solomon Islands	0.001	1-14	6.10	1	109-1 170	509.70	67
Somalia	0.001	1-14	6.27	2	123-1 170	524.27	200
South Africa	0.292	7-17	11.80	16	585-1 387	985.78	1 299
Spain	2.520	40-54	47.24	52	3 355-4 539	3 946.90	3 894
Sri Lanka	0.017	2-14	6.81	7	168-1 170	569.11	654
Sudan	0.008	2-14	7.02	8	185-1 170	586.23	697
Suriname	0.001	1-14	6.10	3	109-1 170	509.64	236
Swaziland	0.002	1-14	6.13	3	111-1 170	512.07	216
Sweden	0.998	17-27	22.19	31	1 453-2 256	1 854.53	2 672
Switzerland	1.197	21-30	25.33	18	1 715-2 517	2 116.38	1 462
Syrian Arab Republic	0.038	2-14	7.11	9	193-1 170	593.90	729
Tajikistan	0.001	1-14	6.24		120-1 170	521.03	
Thailand	0.209	6-16	10.85	15	506-1 308	906.75	1 382
The former Yugoslav Republic of Macedonia	0.006	1-14	6.21	4	118-1 170	519.29	268
Timor-Leste	0.001	1-14	6.11		110-1 170	510.58	
Togo	0.001	1-14	6.23	6	119-1 170	520.35	411
Tonga	0.001	1-14	6.09	1	108-1 170	508.99	67
Trinidad and Tobago	0.022	2-14	6.45	11	138-1 170	539.24	791
Tunisia	0.032	2-14	6.81	10	168-1 170	569.10	966
Turkey	0.372	9-18	13.65	12	740-1 542	1 140.82	972
Turkmenistan	0.005	1-14	6.26	1	122-1 170	523.21	54
Tuvalu	0.001	1-14	6.09	1	108-1 170	508.82	82
Uganda	0.006	2-14	6.82	22	169-1 170	569.63	1 981
Ukraine	0.039	3-14	7.74	20	246-1 170	646.81	1 716
United Arab Emirates	0.235	5-15	9.92		428-1 230	829.11	
United Kingdom of Great Britain and Northern Ireland	6.127	89-121	105.14	108	7 467-10 103	8 785.28	9 819
United Republic of Tanzania	0.006	2-14	7.03	9	186-1 170	587.51	857
United States of America	22.000	309-418	363.68	313	25 830-34946	30 388.15	26 860
Uruguay	0.048	2-14	6.92	8	177-1 170	577.95	634
Uzbekistan	0.014	2-14	6.89	5	175-1 170	576.11	270
Vanuatu	0.001	1-14	6.09		108-1 170	509.20	

Country of nationality	*Assessment[a] (percentage)*	*Desirable range[b]*	*Midpoint[c]*	*Number of staff[d]*	*Weighted range*	*Weighted midpoint*	*Weighted staff position*
Venezuela	0.171	5-14	9.40	15	385-1 187	785.64	1 223
Viet Nam	0.021	4-14	8.30	3	293-1 170	693.79	264
Yemen	0.006	2-14	6.64		154-1 170	554.89	
Zambia	0.002	2-14	6.37	7	131-1 170	532.06	592
Zimbabwe	0.007	2-14	6.48	13	140-1 170	541.25	1 066
Subtotal	**100.00**			**2 631**		**242 315.16**	

[a] *Source*: General Assembly resolution 55/5 B of 23 December 2000.

[b] Derived from application of the methodology established by the General Assembly in its resolution 42/220 A.

[c] Calculated on the basis of the membership, population and contribution factors.

[d] Excludes staff members from non-Member States.

Table A.9
Gender distribution of staff in the United Nations Secretariat by department or office and grade as at 30 June 2006

A. Staff in the Professional and higher categories in posts subject to geographical distribution

	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		Grand total	Percentage of women
Department/office	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
CTED									1		1		1	1					3	1	4	25.00
DDA	1				1	1		2	9	2	7	2	1	1	2	1			21	9	30	30.00
DESA	1		2	1	7	3	19	10	27	20	40	42	28	26	20	21			144	123	267	46.00
DGACM	1		1			2	6	6	8	4	6	8	3	8	1	2			26	30	56	54.00
DM	1				2		3		7	5	1	3	1	2		1			15	11	26	42.00
DM/CMP							1		1	1			1		1				4	1	5	20.00
DM/OCSS			1		1	1	6		18	3	25	4	27	10	11	8			89	26	115	23.00
DM/OHRM				1		3	2	2	5	10	12	11	3	11	6	5			28	43	71	61.00
DM/OPPBA			1		1	1	3	3	6	4	13	18	14	13	5	6			43	45	88	51.00
DPA	1		1	1	1	2	8	5	11	12	11	10	6	12	2	4			41	46	87	53.00
DPI	1				2	1	8	6	17	14	34	27	31	43	12	24			105	115	220	52.00
DPKO	1		1	1	3	1	2	2	2	7	8	14	10	20	10	10			37	55	92	60.00
DSS	1				2	1	1	1	7	1	13	2	2	2	2	2			28	9	37	24.00
ECA	1						10	3	26	4	30	14	39	17	18	9			124	47	171	27.00
ECE	1				1		7	2	15	5	21	9	20	6	10	6			75	28	103	27.00
ECLAC	1						9	1	16	6	20	8	17	14	22	10			85	39	124	31.00
ESCAP	1						8	2	15	11	29	10	22	8	13	13			88	44	132	33.00
ESCWA		1					6	1	16	2	12	11	8	10	3	7			45	32	77	42.00
Ethics								1				1								2	2	100.00
FMADPKO			4			1	4	1	8	10	14	10	10	10	2	2			42	34	76	45.00
InterOrg										1	1	1	1	1					2	3	5	60.00
OCHA	1			1	1	1	5		8	7	8	6	5	10	1	2			29	27	56	48.00
OHCHR		1		1	1	1	3	1	6	5	17	19	17	17	5	16			49	61	110	55.00
OHRLLS	1					1	1		2	1	1	1	1			1			6	4	10	40.00
OIOS		1					2	1	12	4	12	6	5	5	3	3			34	20	54	37.00
OLA	1		1		3	1	6	3	10	5	5	10	9	9	7	6			42	34	76	45.00
Ombudsman				1																1	1	100.00
OSAA	1				1		1		1	2				4					4	6	10	60.00
OSG	2	1	1		2	2	3		7	4		4	1	3					16	14	30	47.00
OSRSG CAAC		1																		1	1	100.00
RegCom							1				1								2		2	
UNAT										1				1						2	2	100.00
UNCC			1										1						2		2	
UNCTAD	1		1		1	1	11	6	30	10	27	14	26	22	15	11			112	64	176	36.00

Department/office	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		Grand total	Percentage of women
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
UNEP	1				2	1	3	2		2	3	4	1	1	1	1			11	11	22	50.00
UNFIP					1		1	1				1							2	2	4	50.00
UN-Habitat		1			1		2	2	6	2	10	5	3	5		3			22	18	40	45.00
UNMOVIC												1								1	1	100.00
UNODC	1				1	1	5	1	13	1	12	14	7	15	2	8			41	40	81	49.00
UNOG	1				1	1	3	4	10	8	15	5	17	14	11	16			58	48	106	45.00
UNON					1		1		2	1	2	4	2	2	4	4			12	11	23	48.00
UNOV					2		2	2	6	1	7	5	4	4	4	2			25	14	39	36.00
Total	**22**	**6**	**15**	**7**	**39**	**27**	**153**	**71**	**328**	**176**	**418**	**304**	**344**	**327**	**193**	**204**			**1 512**	**1 122**	**2634**	**43.00**

B. Staff in the Professional category in posts with special language requirements as at 30 June 2006

	P-5		*P-4*		*P-3*		*P-2*		*P-1*		*Total*			
Department/office	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*Grand total*	*Percentage of women*
CTED						1						1	1	100.00
DDA														
DESA														
DGACM	54	35	106	80	97	71	13	11			270	197	467	42.18
DM														
DM/CMP														
DM/OCSS														
DM/OHRM														
DM/OPPBA														
DPA					1	1					1	1	2	50.00
DPI														
DPKO														
DSS														
ECA			2	2	5	1	1				8	3	11	27.27
ECE						3						3	3	100.00
ECLAC			1	3		4		1			1	8	9	88.89
ESCAP	1		8		6	2	1				16	2	18	11.11
ESCWA			1	2		2		2			1	6	7	85.71
Ethics														
FMADPKO			2		1						3		3	
InterOrg														
OCHA														
OHCHR				1								1	1	100.00
OHRLLS														
OIOS														
OLA				1		1						2	2	100.00
Ombudsman														
OSAA														
OSG														
OSRSG CAAC														
RegCom														
UNAT														
UNCC														
UNCTAD				1	1						1	1	2	50.00
UNEP	1										1		1	
UNFIP														

Department/office	P-5		P-4		P-3		P-2		P-1		Total		Grand total	Percentage of women
	M	F	M	F	M	F	M	F	M	F	M	F		
UN-Habitat														
UNMOVIC														
UNODC														
UNOG	22	13	73	35	47	37		4			142	89	231	38.53
UNON	1		7	5	8	5					16	10	26	38.46
UNOV	2	6	21	12	13	5		2			36	25	61	40.98
Total	**81**	**54**	**221**	**142**	**179**	**133**	**15**	**20**			**496**	**349**	**845**	**41.30**

Table A.10

Staff at senior levels in posts subject to geographical distribution by nationality and grade

Country of nationality	USG					ASG					D-2					D-1					Total				
	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006
Afghanistan																1	1				1	1			
Albania																									
Algeria																4	4	3	1	1	4	4	3	1	1
Andorra																									
Angola																									
Antigua and Barbuda																									
Argentina			1	1	1						2	1	1	1	2	3	2	2	3	1	5	3	4	5	4
Armenia												1	1	1	1							1	1	1	1
Australia											1	1	1	1	2	2	3	2	2	3	3	4	3	3	5
Austria																2	1	1			2	1	1		
Azerbaijan																									
Bahamas																									
Bahrain																									
Bangladesh	1	1	1	1	1											1	1	1	1	3	2	2	2	2	4
Barbados																									
Belarus																	1	3	3	2		1	3	3	2
Belgium											1	1	2	2	3	5	5	5	6	4	6	6	7	8	7
Belize																									
Benin																									
Bhutan																			1	1				1	1
Bolivia																									
Bosnia and Herzegovina																									
Botswana					1																				1
Brazil	1	2	1							1		1	1	1		3	3	3	3	2	4	6	5	4	3
Brunei Darussalam																									
Bulgaria																	1	1	1	1		1	1	1	1
Burkina Faso																1	2	2	2	2	1	2	2	2	2
Burundi																									
Cambodia																									
Cameroon																1	1	1	1	1	1	1	1	1	1
Canada	1	1	1	2	1						2	3	1			5	5	6	4	5	8	9	8	6	6

Country of nationality	USG					ASG					D-2					D-1					Total				
	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006
Cape Verde																									
Central African Republic																									
Chad																									
Chile						1	1	1	1		1	1	1			3	3	2	4	3	5	5	4	5	3
China	1	1	1	1	1						2	2	2	2	2	4	8	6	4	6	7	11	9	7	9
Colombia	1	1	1	1	1														1	3	1	1	1	2	4
Comoros																									
Congo																									
Costa Rica																2	2	2	2	1	2	2	2	2	1
Côte d'Ivoire																			1	1				1	1
Croatia																									
Cuba											1										1				
Cyprus	1	1									1	1	1								2	2	1		
Czech Republic											1	1	1	1	1						1	1	1	1	1
Democratic People's Republic of Korea																									
Democratic Republic of the Congo																									
Denmark										1	1	1	1	1							1	1	1	1	1
Djibouti																									
Dominica																									
Dominican Republic																									
Ecuador																1	1	1	1	1	1	1	1	1	1
Egypt	1	1	1	1	1						1		1	1	1	4	3	3	2	1	6	4	5	4	3
El Salvador																									
Equatorial Guinea																									
Eritrea																									
Estonia																									
Ethiopia										1	1	1	1	1		3	3	3	2	2	4	4	4	3	3
Fiji																									
Finland												1	1	1	1	1	1	1	1	1	1	2	2	2	2
France	1	1	1	1	1			1			4	5	3	2	3	9	8	10	15	15	14	14	15	18	19
Gabon																									
Gambia					1						2	2	2	1	1	2				1	4	2	2	1	3

Country of nationality	USG					ASG					D-2					D-1					Total				
	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006
Georgia																									
Germany	1	1	1	1	1		1	1	1	1	3	4	4	4	4	11	10	9	13	12	15	16	15	19	18
Ghana	1	1	1	1											1	1	1	2	2	2	2	2	3	3	3
Greece																		1	1	2			1	1	2
Grenada																									
Guatemala																									
Guinea																									
Guinea-Bissau																									
Guyana						2	2	1					1	1	1	1	1	1	2	2	3	3	3	3	3
Haiti											1	1	1								1	1	1		
Honduras																									
Hungary																1	1	1	1	1	1	1	1	1	1
Iceland																									
India	2	2	1	1	2						1	2	2	2	2	5	7	7	6	9	8	11	10	9	13
Indonesia																									
Iran (Islamic Republic of)																2	2	2	3	4	2	2	2	3	4
Iraq																2	1	2	3	2	2	1	2	3	2
Ireland	1							1	1							2	1	1	1	1	3	1	2	2	1
Israel																1	1	2	1	1	1	1	2	1	1
Italy	1	1	1	1	1	1	1	1	1	1	3	4	3	3	3	4	2	2	1	1	9	8	7	6	6
Jamaica						1	2	1	1	1											1	2	1	1	1
Japan	1	1	1	1	1	1	1				1	1	1	2	2	3	4	5	3	4	6	7	7	6	7
Jordan															1					1					2
Kazakhstan																									
Kenya											1	1				1	1	2	2	2	2	2	2	2	2
Kiribati																									
Kuwait											1	1	1	1							1	1	1	1	
Kyrgyzstan																									
Lao People's Democratic Republic																									
Latvia																									
Lebanon														1		2	2	1			2	2	1	1	
Lesotho																									
Liberia																1	1	1	1		1	1	1	1	
Libyan Arab Jamahiriya																			1					1	

Country of nationality	USG					ASG					D-2					D-1					Total				
	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006
Liechtenstein																									
Lithuania																									
Luxembourg																									
Madagascar																									
Malawi																									
Malaysia						1			1	1	1					2	1	1	1	2	4	1	1	2	3
Maldives																									
Mali											1	1	1	1	1	1	1	1	2	2	2	2	2	3	3
Malta														1		1	1	1			1	1	1	1	
Marshall Islands																									
Mauritania																1	1	1			1	1	1		
Mauritius						1	1	1			1	1	1								2	2	2		
Mexico					1							1	2	4	4	4	3	4	3	2	4	4	6	7	7
Micronesia (Federated States of)																									
Monaco																									
Mongolia																									
Morocco																2	3	1	1		2	3	1	1	
Mozambique																1	1	1	1	1	1	1	1	1	1
Myanmar																1	1				1	1			
Namibia						1	1	1	1	1											1	1	1	1	1
Nauru																									
Nepal										1	1	1	1	1	2	3	5	5	3	3	4	6	6	4	6
Netherlands								1	1	2	2	2	1	2	2	1	1	2	1	2	3	3	4	4	6
New Zealand																									
Nicaragua												1	1	1	1	1					1	1	1	1	1
Niger																2	3	2	3	3	2	3	2	3	4
Nigeria					1							1	1									1	2	1	1
Norway			1	1	1						1	1	1	1		1	1	1	1		2	2	2	2	
Oman																									
Pakistan	1	1	1						1	1	2	2	2	2	1	1	1	2	2	2	4	4	5	5	4
Palau																									
Panama											1	1	1	1	1						1	1	1	1	1
Papua New Guinea																									
Paraguay																									

Country of nationality	USG					ASG					D-2					D-1					Total				
	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006
Peru											1	1	2	1		3	3	3	3	3	4	4	5	4	3
Philippines													1										1		
Poland					1											1	2	2	2		1	2	2	2	1
Portugal																									
Qatar																									
Republic of Korea	1	1	1	1	1														1	1	1	1	1	2	2
Republic of Moldova																		1	1	1			1	1	1
Romania																			1	1				1	1
Russian Federation	1	1	1	1	1						3	2	2	3	4	9	12	11	14	16	13	15	14	18	21
Rwanda																									
Saint Kitts and Nevis																									
Saint Lucia																1					1				
Saint Vincent and the Grenadines																									
Samoa																									
San Marino																									
Sao Tome and Principe																									
Saudi Arabia																1	1	1	1		1	1	1	1	
Senegal						1	1	1			2	2	2	2	2	2	3	2	2	2	5	6	5	4	4
Serbia and Montenegro																1	1				1	1			
Seychelles																			1	1				1	1
Sierra Leone											1	1	1	1	1					1	1	1	1	1	2
Singapore	1	1	1					1	1	1	1	1	1	1	1	3	2	3	3	2	5	4	6	5	4
Slovakia	1	1	1	1																	1	1	1	1	
Slovenia						1	1	1	1					1	1	1	1	1			2	2	2	2	1
Solomon Islands																									
Somalia																									
South Africa																									
Spain																2	1	1	1	1	2	1	1	1	1
Sri Lanka	1				1																1				1
Sudan																2	2	1	1	1	2	2	1	1	1
Suriname																									
Swaziland																1	1	1			1	1	1		
Sweden	1	1			1	1	1	1	2	2	1	1	1	1	1	3	2	1	1	1	6	5	3	4	5

Country of nationality	USG					ASG					D-2					D-1					Total				
	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006
Switzerland				1	1											2	3	3	3	3	2	3	3	4	4
Syrian Arab Republic																			2					2	
Tajikistan																									
Thailand					1											1	1	2	2	2	1	1	2	2	3
The former Yugoslav Republic of Macedonia																									
Timor-Leste																									
Togo											1										1				
Tonga																									
Trinidad and Tobago													1	1	1	1	1	1	1		1	1	2	2	1
Tunisia						1	1	1	1	1	1	1	1			3	3	3	2	2	5	5	5	3	3
Turkey											1	1				4	4	4	4	3	5	5	4	4	3
Turkmenistan																									
Tuvalu																									
Uganda									1	1	1	1	1	1	1	2	3	3	2	2	3	4	4	4	4
Ukraine																1	1	2	2	2	1	1	2	2	2
United Arab Emirates																									
United Kingdom of Great Britain and Northern Ireland	1	1	1	2	2	1	1	1	2	1	4	6	7	4	4	15	12	10	10	11	21	20	19	18	18
United Republic of Tanzania		1	1	1	1	1															1	1	1	1	1
United States of America	1	1	1	1	1	2	2	1	2	3	8	9	8	5	6	37	36	37	38	42	48	48	47	46	52
Uruguay											1	1	1	1		1	1				2	2	1	1	
Uzbekistan																									
Vanuatu																1	1	1	1		1	1	1	1	
Venezuela (Bolivarian Republic of)													1	1	1			1	1	1			2	2	2
Viet Nam																1					1				
Yemen																1	1	1			1	1	1		
Zambia																1	1	1	1	2	1	1	1	1	2
Zimbabwe																									
Subtotal	*24*	*24*	*22*	*22*	*28*	*17*	*17*	*17*	*19*	*21*	*68*	*76*	*76*	*67*	*66*	*217*	*216*	*216*	*221*	*223*	*326*	*333*	*331*	*329*	*338*

Country of nationality	USG					ASG					D-2					D-1					Total				
	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006
Palestine																				1					1
Stateless										1		1	1	1						1		1	1	1	1
Subtotal										1		1	1	1						1		1	1	1	2
Economic grouping																									
Developing countries	13	14	12	9	15	10	9	8	8	9	32	31	36	32	26	96	96	92	92	88	151	150	148	141	138
Developed countries	9	8	8	11	11	6	7	8	10	12	32	41	36	29	33	107	100	102	104	111	154	156	154	154	167
Countries in transition	2	2	2	2	2	1	1	1	1		4	4	4	6	7	14	20	22	25	24	21	27	29	34	33
Total	24	24	22	22	28	17	17	17	19	22	68	77	77	68	66	217	216	216	221	224	326	334	332	330	340

Table A.11
Methodology for deriving weighted ranges

Grade	*(1) Number of staff*	*(2) Percentage of total*	*(3)=(2) x base Weighted number of staff*	*(4) Salary*[a]	*(5)=(3) x (4) Weighted base figure*
USG	28	1.063	30.83	177	5 456
ASG	22	0.835	24.22	161	3 900
D-2	66	2.506	72.67	132	9 592
D-1	224	8.504	246.62	120	29 595
P-5	504	19.134	554.90	100	55 490
P-4	722	27.411	794.91	82	65 183
P-3	671	25.475	738.76	67	49 497
P-2	397	15.072	437.09	54	23 603
Total	**2 634**	**100**	**2 900.00**		**242 315**

[a] Gross annual salary, in United States dollars, divided by 1,000. Salary scale effective 1 January 2006.